DOCUMENT RESUME

ED 189 368		CE 025 847

AUTHOR	Best, Fred
TITLE	Exchanging Earnings for Leisure: Findings of an Exploratory National Survey on Work Time Preferences. R&D Monograph 79.
INSTITUTION	National Commission for Employment Policy (DOL), Washington, D.C.
SPONS AGENCY	Employment and Training Administration (DOL), Washington, D.C.
PUB DATE	80
NOTE	191p.; Tables may be marginally legible due to small print.
AVAILABLE FROM	Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.
EDRS PRICE	MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	*Employee Attitudes; *Flexible Working Hours; Fringe Benefits; Income; Job Satisfaction; *Leisure Time; National Surveys; Organizational Climate; *Work Attitudes

ABSTRACT

A national survey was conducted to explore the work time preferences of American workers and their willingness to trade income for leisure. Data were collected through person-to-person interviews with 1,566 respondents. The results of the study indicate that prevailing work time conditions are at variance with the preferences of today's workers. A majority of the American workers state a willingness to forego most of future pay raises for more time away from work if some choice is allowed concerning the specific forms of potential free time. A solid majority of workers would give up at least 2 percent of current earnings for their choice among five different forms of free time, and about one-fourth claimed a desire to forego 10 percent or more of their income for time. An additional finding was that the ways in which potential gains in free time are scheduled is a major determinant of whether individuals will trade potential or current earnings for time. (The survey questions are appended.) (LRA)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED189368

Exchanging Earnings for Leisure: Findings of an Exploratory National Survey on Work Time Preferences

R&D Monograph 79

U.S. Department of Labor
Ray Marshall, Secretary

Employment and Training Administration
Ernest G. Green
Assistant Secretary for Employment and Training
1980

This report was prepared by Dr. Fred Best of the National Commission for Employment Policy under Interagency Agreement No. A-20-11-78-36 between that agency and the Employment and Training Administration, U.S. Department of Labor. Researchers undertaking research and development projects are encouraged to express their own judgment. Their interpretations or viewpoints do not necessarily represent the official position or policy of the Department of Labor. The author is solely responsible for the contents of this report.

CE 025 847

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

For sale by the Superintendent of Documents, U.S. Government Printing Office
Washington, D.C. 20402

The Office of Research and Development of the Office of Policy, Evaluation and Research, Employment and Training Administration, U.S. Department of Labor, was authorized first under the Manpower Development and Training Act (MDTA) of 1962, and then under the Comprehensive Employment and Training Act (CETA) of 1973, to conduct research, experimentation, and demonstration to solve social and economic problems relative to the employment and training of unemployed and underemployed workers. Research also includes national longitudinal surveys of age cohorts of the population at critical transition stages in working life which examine the labor market experience of these cohorts. Studies are conducted on labor market structures and operations, obstacles to employment, mobility, how individuals do job searches, and various problems that pertain particularly to disadvantaged persons. Experimental or demonstration projects may test a new technique of intervention, a different institutional arrangement for delivery, or innovative ways to combine resources.

Analyses of the results of the most significant of these studies, descriptions of process, handbooks of procedures, or other products designed specifically for planners, administrators, and operators in the CETA system are issued as monographs in a continuing series. Information concerning all projects in process or completed during the previous 3 years is contained in an annual catalog of activities, Research and Development Projects. This publication and those in the monograph series may be obtained, upon request, from:

Inquiries Unit
Employment and Training Administration
U.S. Department of Labor
Room 10225 Patrick Henry Building
601 D Street, N.W.
Washington, D. C. 20213

FOREWORD

This monograph reports the results of an exploratory national survey of the work time preferences of American workers and their willingness to trade income for leisure. The study, jointly funded by the Employment and Training Administration (ETA) of the U.S. Department of Labor and the National Commission for Employment Policy (NCEP), analyzes the responses to a series of questions concerning how persons would prefer to balance work and leisure if they had free choice on such matters. How much income earning work time might they exchange for free time? What types of free time would they most prefer? How do time income trade-off preferences vary among groups in terms of family cycle stage, sex, socioeconomic position, and other social characteristics? Finally, if preferences for exchanging earnings for time are in fact different from prevailing conditions, what are the social policy implications?

While the findings are preliminary, they are extremely timely and important. The study is unique in being the first attempt to calibrate the work time leisure preferences of Americans. The results should be of interest to policymakers, researchers, and employers alike.

HOWARD ROSEN
Director
Office of Research
and Development

CONTENTS

Page

FOREWORD iii

I. INTRODUCTION AND SUMMARY OF FINDINGS 1

II. FACTORS INFLUENCING WORK TIME PREFERENCES . . . 5

Theories Regarding the Choice Between Work and Leisure 7
Work Time Trends as an Indicator of Tradeoff Preferences 13
The Prospect of Changing Time-Income Tradeoff Preferences 19
Summary of Major Factors Determining Time-Income Tradeoffs 46

III. SURVEY DATA AND APPROACH TO ANALYSIS 51

Survey Questions 51
The Sample and Data Collection 52
Precautions for Analysis 55
  Confidence Intervals 55
  Limitations of Survey Questions 56
  Limitations of Survey Research 57

IV. TIME-INCOME TRADEOFF PREFERENCES 59

Generalized Time-Income Tradeoffs 60
Two Percent Tradeoff with Scheduling Options 63
Exchanging Potential Income for Alternative Forms of Free Time 70
Exchanging Current Income for Alternative Forms of Free Time 79

V. SOME POLICY IMPLICATIONS OF WORK TIME PREFERENCES 103

Work Time and the Quality of Life 104
Sharing Work to Combat Joblessness 105
  Mandatory Workweek Reduction and Overtime Restriction 106
  Long-term Reduction of Work Time 107
  Voluntary Time-Income Tradeoff Options . . . 110
  Short-time Compensation 111
  Work Time as a Barrier to Employment 118
  School, Retirement, and the Lifetime Distribution of Work 127

CONTENTS
(Continued)

Page

VI. OVERVIEW AND CONCLUSIONS 139

APPENDIXES

APPENDIX I: SURVEY QUESTIONS 147

APPENDIX II: DATA COLLECTION METHODS 161

APPENDIX III: ESTIMATING RANGES OF ERROR IN SURVEY RESULTS 163

APPENDIX IV: SECONDARY REFERENCE TABLES 165

I. INTRODUCTION AND SUMMARY OF FINDINGS

If persons could do as they liked, how much income-earning worktime might they exchange for more free time? What types of free time would they most prefer? How do time-income tradeoff preferences vary among groups in terms of family cycle stage, sex, socioeconomic position, and other social characteristics? If preferences for exchanging earnings for time are, in fact, different from prevailing conditions, what are the social policy implications?

While there are abundant data on work time trends and numerous studies of how groups with varying social characteristics respond to available work time options, there is little information concerning how persons might prefer to balance work and leisure if they had free choice on such matters. This report examines what people might prefer in terms of balancing of work and leisure through the analysis of data from an exploratory national survey on work time preferences. To set the stage for this analysis, theoretical literature and existing data on time-income tradeoff choices are briefly reviewed. The body of the report deals with an analysis of nationally representative survey data collected in mid-1978. The nature of the sample and data collection process are capsulized, stated worker preferences toward exchanging income for time are analyzed, and the data are used to address the social policy implications of survey findings.

Available evidence suggests that a number of social changes may be fostering a desire on the part of a growing portion of the population to work less than what we now consider to be "full time." Among the most important of these changes has been the rise in the number of working women, many of whom are mothers who prefer less than full-time jobs, and flexible work scheduling. Other significant changes include growth in the number of dual-earner families and a declining birth rate, at once tending to increase family income and reduce financial needs, thus allowing some men to reduce their work time and earnings. At the same time, there has been increasing interest in part-time and part-year work among the younger student population and among older workers near or past "retirement age." In addition, persistently high levels of unemployment have increased popular interest in reducing work time to spread available jobs among more persons. Finally, there are indications that American values may be moving in some measure away from materialistic goals in favor of greater concern with "quality of life." While these social changes are not likely to cause massive reduction of work time, they may tilt American society toward growing concern with increasing the work time choices available to individuals.

In broad overview, the results of this study indicate that prevailing work time conditions are at variance with the preferences of today's workers. An overwhelming majority of American workers state a willingness to forego most of future pay raises for more time away from work if some choice is allowed concerning the specific forms of potential free time. A solid majority of workers would give up at least 2 percent of current earnings for their choice among five different forms of free time, and about one-fourth claimed a desire to forego 10 percent or more of their income for time. A particularly important finding of the survey is that the ways in which potential gains in free time are scheduled is a major determinant of whether individuals will trade potential or current earnings for time. Specifically, extended periods away from work, such as vacations and sabbaticals, elicited considerably greater desire to exchange income for leisure than did shorter-range gains of time, such as reduced workweeks and workdays. Finally, survey responses toward time-income tradeoff preferences varied among different social groups. Notably, parents in dual-earner families, those with high incomes, and women tended to express greater-than-average desire to forego income for time. However, the differences of preference among major social groups were not dramatic, and substantial interest in more free time was evidenced by all subcategories of the sample.

The stated willingness of survey respondents to forego earnings for time suggest important implications for human welfare and social policy. It can be expected that a widening of work time options for individuals would improve job satisfaction and the general quality of life. Although there are unresolved questions concerning the viability of reducing work time to share employment, the willingness of many workers to exchange earnings for more free time creates a positive social climate for such approaches to combatting joblessness. An expansion of current work time options also can be expected to reduce barriers which create job-finding difficulties for a significant number of unemployed workers. Finally, survey responses suggest that many persons may prefer to increase work time during the school years of youth and retirement years of old age, and these tendencies could open the opportunity of using work time options to help attenuate social problems associated with prolonged schooling and the growing costs of retirement.

In addition to indicating that a large number of workers, most of them men in their prime working years, are willing to forego earnings for time, this study also suggests that important social changes, such as the rise in the number of women workers and an increasing plurality of employment decisions among older workers, may be fostering pressures for redistribution of work between the sexes and among age groups. If the responses of this survey represent emerging preferences of the future, both private and public sector institutions may find it necessary to reexamine the viability of existing work time conditions.

II. FACTORS INFLUENCING WORK TIME PREFERENCES

If it is true that work time preferences are significantly different from current conditions, what might the alternatives look like? A recent updating of 1966 computations by Juanita Kreps and Joseph Spengler[1] suggests the range of time-income tradeoffs and work schedules that might be possible. This updating shows how much free time, and what forms of free time, the average worker might expect to gain by the year 2000 if one-third of low projections of economic growth were foregone for more time away from work. The figures show that the average number of hours worked per year could decline from 1,911 in 1976 to 1,598 in the year 2000. This would mean that the average worker could have one of the following: a 33-hour workweek, an 11-week paid vacation every year, a 13-month paid leave every seven years, retirement by age 56, or some

---

1. A summary of the original computations made in 1966 can be found in Juanita Kreps and Joseph Spengler, "The Leisure Component of Economic Growth" in Howard Bowen and Garth Mangum (Editors), Automation and Economic Progress, Prentice-Hall, Englewood Cliffs, N.J., 1966, pages 128-134.

combination of the above options.[2] While these figures are only speculations based upon the best available data, they do dramatize the existence of a wide range of possibilities.

Of course, it is also conceivable that existing earnings could be exchanged for time, and that existing amounts of work time might be scheduled in a number of alternative ways. For example, a forfeiture of 10 percent of current income by the average worker would allow a reduction of the workweek by 4 hours, or a day off every two weeks, or 5 additional weeks of paid vacation, or a 9-month sabbatical (extended leave with pay) every seven years. In terms of scheduling alternatives, the average worker might work fifty 40-hour workweeks every year with 2 weeks vacation, or forty 50-hour workweeks each year with 12 weeks paid vacation. Given the ideal condition in which individuals have unconstrained choice, the alternative ways in which people might choose the amount and scheduling of their work time are theoretically unlimited. As such, it may be helpful to briefly review existing theories and literature concerning the factors that are likely to determine work time preferences and decisions.

---

[2] A detailed discussion of the methods and implications of the updated computations can be found in Fred Best, "The Time of Our Lives: The Parameters of Worklife Scheduling," Society and Leisure, Vol. 1, No. 1, April 1978, pages 95-124.

Theories Regarding the Choice Between Work and Leisure 3/

The nature of worker preferences and choices concerning the balance of work and leisure has always been subject of speculation among economists, and more recently among other social scientists. Through the 18th century, it was assumed that increased wages would diminish the labor supply because workers would work "just so much and no more as may maintain them in that mean condition to which they have become accustomed." 4/ Around the turn of the 19th century, Smith, Say, and other non-Mercantilist thinkers proposed the contrary notion that higher wages would induce longer and harder work effort. 5/ Malthus, however, continued to advocate the belief that most workers would be content with

---

3. A large measure of this summary of past labor economics theory is attributed to Juanita Kreps, "Some Time Dimensions of Manpower Policy," in Eli Ginzberg (Editor), Jobs for Americans, Prentice-Hall, Englewood Cliffs, N. J., 1975, pages 184-205.

4. Josiah Child, A New Discourse on Trade (6th Edition, page 12), quoted from Paul Douglas, The Theory of Wages, MacMillan Company, N. Y., 1934, page 210.

5. Edgar Furniss, The Position of the Laborer in a System of Nationalism, N. Y., 1920, Chapters 6 and 7; Lupo Brentano, Hours and Wages in Relation to Production, N. Y., 1894, pages 2-7; and Adam Smith, An Inquiry into the Wealth of Nations, Modern Library Edition, 1937, pages 81-82; and J. B. Say, Traite' d'economie politique, Paris, 1841, Book II, Chapter 7, Section 4.

subsistence and would cease working when incomes rose beyond that level.[6]

Jevons, who agreed with Malthus, also observed that the "irksomeness" of work was an important determinant of time-income preferences. Laborers performing disagreeable and onerous work would be expected to be less willing to increase their work efforts than would professionals pursuing more pleasant careers.[7] Correspondingly, Marshall noted that any increase in work time induced by higher wages would also heighten fatigue and thus increase the value of leisure time to the worker.[8] By the late 19th century economists began to integrate the host of contradictory forces which simultaneously motivate workers to both seek and avoid work.[9] Finally, Pigou applied the concept of marginal utility to this issue and postulated that the value of each additional unit of income would decline as workers obtained greater earnings. 10/ With this the circle came full round, and economists theorized that increased remuneration would increase the supply of labor, but that the financial discretion gained by larger incomes coupled with the increased fatigue accompanying longer hours would ultimately limit the amount of time that a person would work at a given wage.

---

[6] Thomas Malthus, An Essay on the Principles of Population, London, 1826, pages 339-348, 368, 379, and 424-425.

[7] W. S. Jevons, The Theory of Political Economy, 5th Edition, Edinburg, 1864, pages 142-144, 328, 330, and 339-348.

[8] Alfred Marshall, Principles of Economics, Variorium Edition, London, 1961, pages 140-143, 526-629, 680-696, and 720-774.

[9] S. J. Chapman, "Hours of Work," Economics Journal, Volume XIX, 1909, pages 354-373.

Current economic theory has postulated two counterpoised principles which determine how individuals come to make choices between earned income and time. The first principle, called the "income effect," is the tendency to forego earnings for time as income increases. Thus, a worker who finds it necessary to work 60 hours a week when paid $4 an hour might find it desirable to work less if the pay rate was increased to $6 an hour. The second principle, called the "substitution effect," is the tendency to work more as the rate of pay increases. Thus, an individual not willing to work more than 40 hours a week at $4 an hour, might be readily willing to work 60 hours a week if paid $8 an hour.

---

10. A. C. Pigou, A Study of Public Finance, London, 1929, pages 83-84; and A. C. Pigou, The Economics of Stationary States, London, 1935, pages 163-164.

Economic theorists have synthesized the interplay of these income and substitution effects through the concept of indifference curves. Actual time-income tradeoff decisions are viewed as an intersection between the supply of labor (as represented by work-income "indifference" curves) and the demand for labor (as represented by work-income "possibility" curves). The indifference curve represents the variety of combinations of work time and pay workers would consider to be of equal value, while the possibilities curve represents the time-income tradeoffs which are available to a worker at a given level of pay.[11]

To illustrate this concept, hypothetical "possibility curves" allowing total flexibility between working a maximum of 100 hours per week and zero hours at constant pay rates are shown by lines A_nB_n in Figure I. "Indifference curves," which are shown by lines X_nY_n in Figure I, represent the different combinations of income and free time which would be equally acceptable to a worker or group of workers. For example, a person may work 40 hours a week for an average hourly rate of $4 (total weekly income of $160), but might require an average of $6 an hour (total weekly income of $360) to work 60 hours a week (see "indifference curve" X_2-Y_2). In brief, each "indifference curve" represents a map of equal preference points between complementary combinations of work hours and income. Different "indifference curves" represent varying levels of overall worker satisfaction. It is assumed that a worker or group of workers will seek the highest level of overall satisfaction as represented by the highest possible indifference curve which intersects the best available "possibility curve." In the example illustrated in Figure I, a worker or group of workers confronting "possibility curve" A_2B_2 would work the 40 hours a week indicated by the intersection of A_2B_2 and X_2Y_2 because this intersection allows the worker to attain the highest possible "indifference curve."

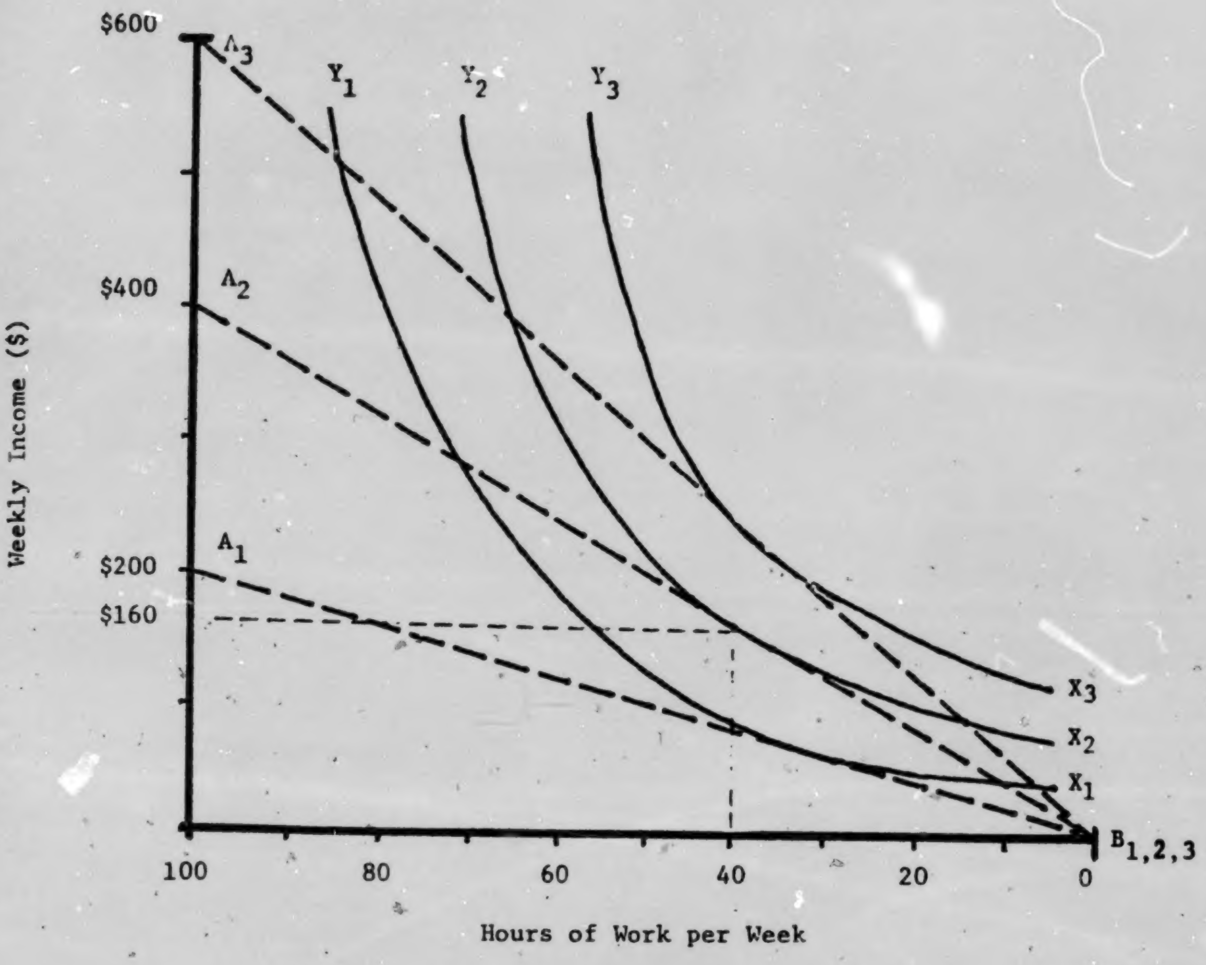
---

[11] Lloyd G. Reynolds, Labor Economics and Labor Relations, 5th Edition, Prentice-Hall, Englewood Cliffs, N. J., 1970, pages 37-46.

These theoretical concepts provide a helpful framework for thinking about choices between work and free time. Nonetheless, they must be integrated with empirical data and the perspectives of other disciplines in order to more fully explore the complex social forces that determine the values and preferences which influence work time decisions.

Figure I

EXAMPLES OF TIME-INCOME INDIFFERENCE AND POSSIBILITY CURVES



Work Time Trends as an Indicator of Tradeoff Preferences

Work Time trends indicate that considerable portions of potential economic gain have been foregone for more free time over the last century. During the first part of the twentieth century, free time was gained primarily through reductions in the workweek. Specifically, between 1860 and 1950, the workweek declined from 60 to 41 hours. 12/ Since then, however, the average workweek has leveled off at around 40 hours, 13/ and the growth of free time has taken other forms. Most notably, there have been significant gains in paid holidays and vacations. 14/ Available data indicate that the average vacation increased from 1.3 to 1.7 weeks between 1960 and 1969, 15/ and has continued to grow in subsequent

---

12. Geoffrey Moore and Janice Hedges, "Trends in Labor and Leisure," Monthly Labor Review, February 1971, pages 1-11; and Fred Best, Phillip Bosserman, and Barry Stern, "Income-Free Time Tradeoff Preferences of U. S. Workers," Leisure Sciences, Vol. 2, No. 2, 1979, pages 119-141.

13. Ibid; John Owen, "Work Time: The Traditional Workweek and Its Alternatives," Draft Chapter for the 1979 Employment and Training Report of the President, U. S. Department of Labor, Washington, D. C., 1978.

14. Peter Henle, "Recent Growth of Paid Leisure for U. S. Workers," Monthly Labor Review, March 1962, pages 249-257.

15. Geoffrey Moore and Janice Hedges, op.cit., page 5.

years. 16/ Correspondingly, the proportion of the average U. S. male's lifespan given to the non-work activities of schooling during youth and retirement in old age has increased from about 37 to 42 percent between 1940 and the late 1970's. 17/

While there has been some increase of extended time away from work during midlife and significant expansion of non-work time at the extremes of the life cycle, the patterns of work time within the United States have remained remarkably stable since the 1930's. It is notable that there has been some recent expansion in the use of flexible hours during workdays, along with "modified workweeks," such as the 4-day, 40-hour week, increases in part-time work, 18/ and anecdotal reports of more exotic work time

---

16. Fred Best, Phillip Bosserman, and Barry Stern, op.cit., pages 124-126; Robert P. Quinn and Graham L. Staines, The 1977 Quality of Employment Survey (Descriptive Statistics with Comparisons to 1969 and 1973 studies), Institute for Social Research, University of Michigan, Ann Arbor, 1978, Table 5.9; and "Collective Bargaining Negotiations and Contracts," Daily Labor Report, October 18, 1978, pages E1-E3. (This study of 400 collective bargaining agreements found that the percent of agreements providing maximum yearly vacations of 5 or 6 weeks rose from 0 to 69 percent between 1957 and 1978.)

17. Fred Best and Barry Stern, "Education, Work and Leisure--Must They Come in That Order?," Monthly Labor Review, July 1977, page 4.

18. Janice Neipert Hedges, "New Patterns for Working Time," Monthly Labor Review, February 1973, pages 3-8; and Janice Neipert Hedges, "Six-day Workweeks Increase, Four-day Weeks Stable," News Release, Office of Information, U. S. Bureau of Labor Statistics, December 30, 1977.

reforms. 19/ Nonetheless, the clear majority of today's employed persons work between 35 and 44 hours a week for 5-day workweeks, with annual vacations ranging between 2 and 3 weeks. 20/

Many specialists in the field suggest that today's stabilization of work time indicates that workers are satisfied with current conditions and have no pressing interest in foregoing current or potential earnings for more free time. One indication of the popularity of current work time arrangements comes from a survey of 1,322 randomly selected persons in August 1966. This national survey found that 56 percent of the respondents wished to work the same hours and earn the same amount as they were at the time of the interview, while 34 percent wished to work more and earn more, and only

---

19. Two novel work time reforms which have been gaining increasing attention are "job sharing" in which two persons hold one full-time job and the "flexiyear" which allows part-year work. (Barney Olmstead, "Job Sharing--A New Way to Work," Personnel Journal, February 1977, pages 78-81; Bernhard Teriet, "Flexiyear Schedules--Only a Matter of Time?," Monthly Labor Review, December 1977, pages 63-65.)

20. Interpolated estimates indicate that about 57 percent of the employed labor force work between 35 and 44 hours each week. (John Owen, "Work Time: The Traditional Workweek and Its Alternatives," op.cit., Draft, Table 1; and "Six-day Workweeks Increase; Four-day Weeks Stable," U. S. Department of Labor News Release (USDL 77-1092), December 30, 1977, Table 3.

10 percent wished to work and earn less. 21/ This general pattern was also supported by a smaller 1976 study. 22/ Another 1971 panel study of employed men who were "heads of families" found that only one-third were free to vary their workhours. Yet the vast majority reported themselves satisfied with their work time conditions, and those who were dissatisfied generally wanted more work. 23/ Further, studies of grievances arising under collective bargaining agreements, as well as frequent observations that most workers freely choose overtime work, suggest that a significant portion of workers place a high value on long hours. 24/ While the issue is not undebatable, these and other studies have led many scholars to conclude that workers are satisfied with the current workweek and are even willing to work longer hours. 25/

---

21. George Katona, Burkhard Strumpel, and Ernest Zahn, Aspirations and Affluence, McGraw-Hill Book Company, New York, 1971, pages 129-233.

22. Fred Best, "Preferences on Worklife Scheduling and Work-Leisure Tradeoffs," Monthly Labor Review, July 1978, page 32.

23. Jonathan Dickinson, "Labor Supply on Family Members," in James Morgan et al., Five Thousand American Families--Patterns of Economic Progress, Institute for Social Research, University of Michigan, Vol. 1, 1974, pages 177-250.

24. Sar A. Levitan and Richard S. Belous, Shorter Hours, Shorter Weeks: Spreading the Work to Reduce Unemployment, Johns Hopkins Press, Baltimore, 1977, page 32.

25. Lloyd Reynolds, op.cit., page 48; Edward Kalachek, "Workers and the Hours Decision," Work Time and Employment, Special Report No. 28, National Commission for Employment Policy, Washington, D. C., 1979.

If anything, trend data suggest that there are changes occurring within the labor force which will heighten the value of free time relative to earnings. 26/ Data concerning the distribution of work hours among labor force members show that the proportion of persons employed full time (over 34 hours a week) who work more than 40 hours each week has declined from 42.0 to 30 percent between 1955 and 1977, while the portion working 34 hours or less has increased from 14.3 to 32.6 percent over the same time period. 27/ Additionally, available trend data 28/ and reviews of collective bargaining

---

26. Studies undertaken by John Owen indicate that work time reductions have not been a result of declining hours for the traditional male worker between age 21 and 64, but the entrance into the labor force of increasing portions of women, youth, and young persons who tend to prefer less than full-time work. Thus, the work activities of these new entrants have reduced the average workweek, while the hours of working age males have remained essentially constant. ("Workweeks and Leisure: An Analysis of Trends, 1948-75," Monthly Labor Review, August 1976, pages 3-8.)

27. Data extrapolated from John Owen, "Work Time: The Traditional Workweek and Its Alternative," op.cit., Table 1; "Six-day Workweeks Increase, Four-day Weeks Stable," op.cit., Table 3; and William V. Deutermann and Scott C. Brown, "Voluntary Part-time Workers: A Growing Part of the Labor Force," Monthly Labor Review, June 1978, page 5.

28. Fred Best, "Changing Values Toward Material Wealth and Leisure," Paper prepared for the Office of the Assistant Secretary for Education, U. S. Department of Health, Education, and Welfare, Washington, D. C., 1976.

agreements 29/ indicate that workers are continuing to push for increased holidays and vacation time.

Whatever trends are evidenced by work time data, it is important to emphasize that the amount of time an individual or group gives to work activities is determined by more than worker preferences. The supply of both work and income is a powerful determinant of work time and labor force participation. In most cases, persons work for the amount of time possible or in accord with schedules dictated by available jobs. 30/ Further, institutional factors, such as overtime regulations and the fixed costs of fringe benefits, tend to standardize work time and earnings possibilities. 31/

---

29. Bureau of Labor Statistics, Paid Vacation and Holiday Provisions in Major Collective Bargaining Agreements, Bulletin 1425-9, U. S. Government Printing Office, Washington, D. C., 1975; and "Collective Bargaining Negotiations and Contracts," Daily Labor Report, October 18, 1978, pages E1-E3.

30. Edward Kalachek, op.cit., Section on Constraints; and Sherwin Rosen, "The Demand for Hours of Work and Employment," Work Time and Employment, Special Report No. 28, National Commission for Employment Policy, Washington, D. C., 1979.

31. Edward Kalachek, op.cit.; Robert Clark, Adjusting Hours to Increase Jobs: An Analysis of the Options, Special Report No. 15, National Commission for Employment Policy, Washington, D. C., 1977; Joseph Garbarino, "Fringe Benefits and Overtime as Barriers to Expanding Employment," Industrial and Labor Relations Review, April 1964, pages 426-442; Lloyd Reynolds, op.cit., pages 34-35; Fred Best, "Individual and Firm Work Time Decisions: Comment," Work Time and Employment, Special Report No. 28, National Commission for Employment Policy, Washington, D. C., 1979; and Fred Best and James Wright, "The Effect of Scheduling on Time-Income Tradeoffs," Social Forces, September 1978, pages 150-151.

While there is some disagreement about the extent of choice actually given to individuals, 32/ it is doubtful that workers have great, let alone total, flexibility in choosing an amount of work time at a given rate of pay.

Clearly, the impact of institutional factors limits the usefulness of work time trend data as an indicator of time-income preferences. Without discrediting the value of such data as a means to understanding preferences, it is necessary to seek additional theoretical and empirical information concerning the forces which might determine preferences before they are compromised by prevailing conditions.

The Prospect of Changing Time-Income Tradeoff Preferences 33/

There have been many indications that a large, and possibly growing, portion of the labor force may prefer to work less than what we currently consider to be "full time." What are the chances that these interpretations are true? Further, if they are true, is the

---

32. Edward Kalachek, op.cit.

33. A large measure of the framework used to discuss the issues of this section is attributed to John Owen, The Price of Leisure, McGill-Queen's University Press, Montreal, Canada, 1970; and Edward Kalachek, "Workers and the Hours Decision," Work Time and Employment, Special Report No. 28, National Commission for Employment Policy, Washington, D. C., 1979.

proportion of the work force oriented toward more free time likely to grow or decline in coming years, and what conditions might affect the strength and nature of desires to forfeit income for time?

The most obvious and all-encompassing factors which might be expected to determine time-income tradeoff preferences are material affluence and economic growth. Although it might be expected that real economic growth would foster increased desire for time at the expense of income, there is no clear evidence that the tendency to give up a portion of increased earnings for more free time (income effect) always overcomes the incentive to work longer at higher pay (substitution effect). 34/ Nonetheless there is a general consensus that American workers have foregone significant portions of economic growth for more free time over the last century. 35/ However, available estimates of these tradeoffs indicate

---

34. John Owen, *The Price of Leisure*, *op.cit*., pages 16-18; and Lionel Robbins, "On the Elasticity of Income in Terms of Effort," *Economics*, Vol. X, 1930, pages 123-129.

35. H. C. Lewis, "Hours of Work and Hours of Leisure," *Proceedings of Ninth Annual Meeting of Industrial Relations Research Association*, Industrial Relations Research Association, Cleveland, 1957; and Gordon Winston, "An International Comparison of Income and Hours of Work," *Review of Economics and Statistics*, Vol. XLVIII, No. 1, 1966, pages 28-39.

that the proportion of economic growth foregone for time (primarily in the form of a reduced workweek) has declined steadily. Prior to 1920, it was estimated that reductions of the workweek took about half of the growth in output growth between 1920 and 1950. 36/ Between 1940 and 1960, the proportion of increased productivity given up for gains of leisure declined still further to an estimated 11 percent, and it has been calculated that only 8 percent of real economic growth was forfeited for free time in the 1960s. 37/

It would be reasonable to expect that sluggish economic growth in recent years, coupled with trends toward less progressive taxation for low and middle income groups, would dampen interest in exchanging income for time. Yet there are indications that concern over monetary gain may not be as pressing as commonly assumed. For example, a 1977 national survey found that 79 percent thought it better to learn to live with basic essentials rather than reach for higher standards of living, and

---

36. Clark Kerr, "Discussion," American Economic Review, May 1956, page 219.

37. Peter Henle, "Recent Growth of Paid Leisure for U. S. Workers," Monthly Labor Review, March 1962, page 256; and Geoffrey Moore and Janice Hedges, op.cit., page 11.

76 percent found it preferable to put more emphasis on non-material experiences than on material concerns. 38/ In the face of recent economic downturns and inflationary instability, views such as these not only seem peculiar, but raise the question of whether changes in American society which are only partly related to levels of income are encouraging a shift in values and preferences toward non-material goals such as more free time.

Some scholars have suggested that increasing opportunities for short- and long-range recreational activities may be shifting the primary concern of American culture from work to leisure. Presumably, the proliferation of recreational facilities and reduction of their cost might place formerly unattainable leisure activities within the grasp of most persons, thus creating a premium for more time away from work. 39/ While there is some evidence that the cost of many

---

38. "Quality Wins Over Quantity," The Harris Survey, Press Release, May 23, 1977; Louis Harris, "Deep Skepticism is Expressed About Unlimited Economic Growth," Washington Post, May 23, 1977, page A-11.

39. Staffan Linder, The Harried Leisure Class, Columbia University Press, New York, 1970; Kenneth Roberts, "The Society of Leisure: Myth and Reality," Society and Leisure, Vol. 1, No. 1, pages 33-36; and Daniel Books, New York, 1973, coda titled, "The End of Scarcity."

recreational activities may be declining 40/ and their accessibility increasing, the complexity of factors impinging on this issue 41/ makes the hypothesis that expanded recreational options may be increasing the desire for free time a fascinating but, somewhat provisional, speculation.

It is occasionally suggested that work time may be reduced because of the increased productivity and personal worker relief to be gained by lessened job fatigue. While the impact of fatigue on worker productivity and well-being varies among occupations and industries, most studies indicate that the workweek and workday have declined to the point where further reductions would not reduce fatigue and perhaps may even lower productivity. 42/ On the other hand, there has been some

---

40. Fred Best, "Changing Values Toward Material Wealth and Leisure in the United States," op.cit., pages 113-143.

41. John Owen, The Price of Leisure, op.cit., pages 20-23.

42. John Owen, The Price of Leisure, op.cit., pages 31-36 and 71-72; and David Brown, "Hours and Output," in Clyde E. Dankert et al. (Editors), Hours of Work, Harper and Row, New York, 1965, pages 147-160.

talk about offering extended vacations or sabbaticals in order to provide the personal renewal and retraining opportunities necessary to foster fresh perspectives and prevent skill obsolescence. 43/ For the most part, however, it is unlikely that concerns over job exhaustion on the part of either employees or employers will be a major factor contributing to future work time reductions.

The family cycle has always been viewed as a major determinant of time-income tradeoff preferences. The key variables here are children and the costs of establishing a new household. Single persons and married couples without children are commonly believed to have the financial discretion and personal freedom to forego income for more free time. However, the arrival of children and the necessity to stabilize home life introduces new financial and temporal constraints that understandably alter previous views toward work and leisure. 44/ When the proportion of working wives was low, temporal demands of child raising were distributed

---

43. Ibid, page 71; "Statement of James Hooley," Leisure Sharing, Hearings of the California State Senate Select Committee on Investment Priorities and Objectives, Sacramento, California, November 1, 1977, pages 128-135; Wilbur Cross, "How to Take a Mini-Sabbatical," Nation's Business, November 1974, pages 54 and 57; and James O'Toole, Work in America, MIT Press, Cambridge, 1973, pages 119 and 129.

44. Alice Rossi, "Transition to Parenthood," Journal of Marriage and the Family, Vol. 128, No. 9, pages 47-56.

primarily to wives, while the financial responsibilities for dependent children, household goods, and mortgages became the concern of husbands. Available studies suggest that this arrangement has caused men to stabilize or intensify their traditional "breadwinner" role by working the same or longer hours to insure adequate family income, as wives reduced or ceased their employment activities. 45/

Today, it is the rule rather than the exception that both married and unmarried women have assumed some portion or all of the traditional male "breadwinner" role. 46/ This increase in the number of working women and the corresponding emergence of more flexible sex roles are likely to alter the impact of the family life cycle on work time

---

45. Edward Kalachek, op.cit., page 7; Harvey Rosen, "Taxes in a Labor Supply Model with Joint Wage-Hours Determination," Econometrica, May 1976; and Donald Larson, "The Components of Non-market Time and Female Labor Supply Patterns," unpublished paper cited in Kalachek, op.cit., page 7.

46. Between 1967 and the end of 1978, the overall labor force participation rate of women has climbed from 41.1 percent to 50.1 percent. (Employment and Training Report of the President, 1978, page 187; and "The Employment Situation: November 1978," U. S. Department of Labor News Release, USDL 78-1005, December 8, 1978, Table A-1.) Further, between March 1967 and March 1977, the proportion of married women with husbands present with children 5 years of age or younger who were in the labor force rose from 25.6 to 41.6 percent, and women of the same characteristics but with children aged 6 to 17 years who were in the labor force rose from 45.0 to 57.9 percent over the same time period. (Ralph Smith, The Subtle Revolution, The Urban Institute, Washington, D. C., 1979.)

preferences and decisions. As more women commit more time to employment, the non-job time remaining within many household units for family chores and leisure will become increasingly scarce. 47/ Households are likely to realize that the diminishing returns on effort caused by the fatigue of family chores is as counterproductive as job-related fatigue. 48/ Thus, family units are likely to place higher value on time off the job. For dual earner families, the added income brought in by working wives will increase the feasibility of exchanging income for more free time, possibly by husbands rather than by wives. In the case of single-parent households, the absence of some form of childcare assistance is also likely to make the forfeiture of earnings for time a harsh necessity.

---

47. John P. Robinson, How Americans Use Time, Praeger Special Studies, Praeger Publishers, New York, 1977, pages 61-82, 132-137, and 147-157; "Testimony of Urie Brofenbrenner," Part-time Employment and Flexible Work Hours, Hearings before the Subcommittee on Employee Ethics and Utilization, U. S. House of Representatives, Serial No. 95-28, May 24, 1977, pages 25-30.

48. Off-job time is not necessarily leisure, but may also be "non-market work time" which is undertaken by balancing off its value against income earning employment time. (Gilbert Ghez and Gary Becker, The Allocation of Time and Goods Over the Life Cycle, National Bureau of Economic Research, Columbia University Press, New York, 1975.)

There are a number of viewpoints regarding the potential impact of increased female labor force participation and changing sex roles on work time preferences. While there is some possibility that working spouses may seek to duplicate each others' hours, 49/ it is likely that dual-earner families will have a stronger interest in exchanging earnings for time than their one-earner counterparts. 50/ Most notably, it has been suggested that parents of young children may prefer shorter workdays over other forms of free time because it best matches the daily demands of child raising. 51/ Second, it has frequently been noted that the scheduling of work may be increasingly important, particularly to working parents of young children who need to adjust their job hours to meet the routine and unexpected demands of child

---

49. T. Aldrich Finegan, "Hours of Work in the Long Run: Comment," Work Time and Employment, Special Report No. 28, National Commission for Employment Policy, Washington, D. C., 1979.

50. Isabel Sawhill, "Economic Perspectives on the Family," Daedalus, Spring 1977, pages 115-125; Juanita Kreps, "Do All Women Want to Work: The Economics of Their Choice," in Louise K. Howe (Editor), The Future of the Family, Simon and Schuster, New York, 1972, pages 224-234.

51. Clair Vickery, "Work Time Decisions of Firms and Individuals: Comment," Work Time and Employment, Special Report No. 28, National Commission for Employment Policy, Washington, D. C., 1979.

raising. 52/ As already suggested, the strength and nature of time-income tradeoff preferences will probably vary notably according to the different stages of the family cycle, but the impact of these family stages may vary somewhat between one-earner and dual-earner households. Further, it is likely that individuals and spouses who have no immediate interest in changing their work time arrangements may place great value on having the option to make adjustments at some other point in time.

Available data supports most of these speculations about the impact of new family patterns on work time preferences. National time budget studies indicate that dual-earner families do have unusually harsh time pressures, most of which are inequitably distributed to wives. 53/ Further, responses to a 1977 national survey concerning the impact of employment on family life indicated that work time arrangements were a serious problem for 25 percent of all persons with sponses or

---

52. Denise F. Polit, "The Implications of Nontraditional Work Schedules for Women," The Urban and Social Change Review, Vol. 11, 1978, pages 37-42; and Joseph Pleck, Graham Staines, and Linda Lang, "Work and Family Life: First Reports on Work-Family Interference from the 1977 Quality of Employment Survey, Center for Research on Women, Wellesley, Mass., Draft, September 1978.

53. John P. Robinson, op.cit., pages 61-82, 132-137, and 147-157.

children, 54/ and that 42.5 percent of the respondents citing such hardships were willing to give up some portion of their income in order to spend more time with their families. 55/ However, there are ambiguous findings concerning the types of free time more valued by workers with employed spouses or young children. Although national labor force data show that 62.8 percent of all voluntary part-time jobs were held by women in 1977, and women accounted for the overwhelming majority of married part-time workers, 56/ exploratory survey research of the same groups indicates that shorter workdays and workweeks are not the most preferred of potential free time gains. 57/ Both survey studies and behavioral data indicate that work preferences tend to vary according to family cycle stage. As already suggested, the early child-raising stage of the family cycle tends to increase concern over income, with men tending to stabilize or increase work hours, while women tend to

---

54. It should be noted that another 40.9 percent noted the work time arrangements were "somewhat" of a problem to their family life. (Robert Quinn and Graham Staines, op.cit., Table 15.25.)

55. Ibid, Table 15.31.

56. William Deutermann and Scott Brown, op.cit., pages 5 and 8.

57. Fred Best, "Preferences on Worklife Scheduling and Work-Leisure Tradeoffs," op.cit., pages 32-34; and Fred Best, "Changing Sex Roles and Worklife Flexibility," Psychology of Women Quarterly, March 1980.

58. Ibid, Edward Kalachek, op.cit., page 7.

pursue less than full-time jobs. 59/ However, the strength of these family cycle influences seems to be affected by whether or not both sponses work. 60/ Finally, exploratory survey research suggests that both men and women who favor flexible, as opposed to traditional, sex roles are much more likely to exchange earnings for time. 61/

The rising educational attainment of the U. S. labor force is likely to have mixed impact on work time preferences. 62/ On the one hand, educational achievement is

---

59. Ibid, Edward Kalachek, op.cit., page 7. Some studies indicate that employment in part-time jobs is associated with the stage of the family cycle. Married women with young children are particularly prone to assume part-time employment. (Ethel Jones and James Long, Women and Part-week Work, prepared for the Office of Research and Development, Employment and Training Administration, U. S. Department of Labor, Grant No. DL-21-01-76-21, March 15, 1978.)

60. Fred Best, "Changing Sex Roles and Worklife Flexibility," op.cit.

61. Ibid.

62. The average number of years of schooling completed by the U. S. labor force has risen from 8.6 in 1940 to 12.1 in 1970, and is projected to rise to 12.7 by 1990. (Digest of Educational Statistics, 1975, pages 14-15.) The proportion of the labor force with 4 years or more of college education rose from 10 to 15.7 percent between 1960 and 1975, and is projected to rise to 21.7 percent by 1990. (Compiled figures from Fred Best, "Social Forces Fostering Flexible Lifetime Scheduling of Education, Work and Leisure," paper prepared for the Office of the Assistant Secretary for Education, U. S. Department of Health, Education and Welfare, Washington, D. C., April 1978, page 46.)

thought to enhance capacities for the use of free time,[63] thus fostering greater desire for time away from the job.[64] On the other hand, years of schooling are clearly an investment of time, money, and foregone earnings undertaken to increase future occupational opportunities and total lifetime incomes.[65] As such, it is to be expected that individuals who have undertaken prolonged schooling will seek to maximize the return on their investment by working long hours. The likelihood that workers with higher educational attainment will find jobs that are free of toil and intrinsically rewarding can be expected to further encourage longer hours. Since available data indicate that more highly educated persons work longer than average, it appears that the desire to reap the rewards of schooling may overcome any concurrent rise in the appreciation for leisure time. 66/ At the same time, it is noteworthy that well-educated workers cite a higher-than-average number of problems with "inconvenient or excessive hours" 67/ and tend to have more holidays and longer vacations than most workers. 68/ This suggests that educational attainment may encourage a desire for more discretion concerning the scheduling of work, as well as preferences for forms of free time other than shorter workdays and workweeks.

---

[63] Harold Wilensky, "The Uneven Distribution of Leisure Time," Social Problems, Summer 1961; John Owen, op.cit., pages 45-47. There is also some indication that those with less than average education may tend to have "leisure incompetence," particularly for prolonged periods away from work ("Dundalk Study of Steelworkers Creates Model Retirement Counseling Program," Ideas at Work, Service Center for Community College-Labor Union Cooperation, American Association for Community and Junior Colleges, Washington, D. C., November 1978, page 1).

[64] John Owen observes that increased competency to effectively use time might apply to work as well as leisure time. Thus, a well-educated person might accomplish a good deal in the way of leisure satisfactions within a relatively short period of time (op.cit., pages 46-47).

[65] Ibid, pages 42-44.

The quality of work and job satisfaction are likely to affect tradeoff preferences in at least two ways. As previously suggested, pleasant jobs are likely to minimize the desire to avoid work and provide intrinsic rewards which make longer hours tolerable and even desirable. On the other hand, unpleasant working conditions will foster avoidance of work and minimize time on the job. 69/ Since casual observation suggests that the quality of work is improving (i.e., increased job safety, reduction of physical toil, grievance

---

66. Edward Kalachek, Wesley Mellow, and Frederick Raines, "The Male Labor Supply Function Reconsidered," Industrial and Labor Relations, April 1978; and Harold Wilensky, op.cit.

67. Robert Quinn and Graham Staines, op.cit., Table 5.39.

68. Harold Wilensky, op.cit.

69. John Owen, op.cit., pages 23-29; and Edward Kalachek, "Workers and the Hours Decision," op.cit., page 6.

procedures, etc.), it can be expected that such a trend would attenuate the desire for reduced time. However, work satisfaction is determined by perceptions as well as absolute conditions, and there is evidence that high occupational expectations, 70/ combined with underutilization of rising educational attainment, 71/ is fostering job discontent. While many persons may work harder and longer in order to open career opportunities, studies have indicated that limited occupational opportunities will cause many to realign focal life interests toward off-job activities. 72/ Since education tends to

---

70. A nationally representative sample found that 50 percent of high school graduates in 1974 expected to be in professional occupations by age 30. (The Condition of Education, U. S. Department of Health, Education, and Welfare, 1976, page 123.)

71. Robert Hamrin, "Underemployment: A Growing Problem for the Highly Educated," Challenge, July-August 1978, pages 57-58; Helen Dewar, "Job Malaise Found Rising, Especially Among College Grads," The Washington Post, December 17, 1978; A. J. Jaffee and Joseph Froomkin, "Occupational Opportunities for College-educated Workers, 1950-75," Monthly Labor Review, June 1978, pages 15-21; "25 Percent of Graduates Seen Settling for Nondegree Jobs," The Washington Post, July 26, 1978; and Richard Freeman, The Over-educated American, Academic Press, New York, 1976.

72. Curt Tausky and Robert Dubin, "Career Anchorage: Management Mobility Motivations," American Sociological Review, Vol. 30, 1965, pages 725-735; and Robert Dubin, "Industrial Workers' Worlds: A Study of the 'Central Life Interest' of Industrial Workers," Social Problems, Vol. 3, 1956, pages 3-142.

increase leisure as well as work competence, it seems plausible that many workers may redirect their underutilized educational backgrounds to enrich life off the job and perhaps increase their willingness to forego earnings for time.

Age appears to be a determinant of work time for younger persons. 73/ For example, the 1977 labor force participation rate for persons aged 17 to 25 of both sexes was 66.7 percent, 74/ while the proportion of workers in this age group voluntarily working part time was 28 percent. 75/ The major causes of this pattern are school activities and the lack of employment opportunities. 76/

---

73. Edward Kalachek, op.cit., page 1.

74. Employment and Training Report of the President, 1978, pages 183 and 186.

75. William Deutermann and Scott C. Brown, op.cit., pages 6-7.

76. Ibid; William Deutermann and Scott C. Brown, op.cit., page 7; Carol Jusenius, "Young Adults Out of School and Out of Work," Paper prepared for the National Commission for Employment Policy, Washington, D. C., Draft Briefing Paper, November 1978; and Aldrich Finegan and William Bowen, The Economics of Labor Force Participation, Princeton University Press, Princeton, N. J., 1969.

At the other end of the life cycle, the advancement of age is associated with the increased temporal and financial discretion that comes with the maturation of offspring and with possible desires for lower activity levels following physical decline--two factors which are likely to foster interest in work time reductions. On the other hand, concern with the costs of health care and encroaching retirement increase the value of earnings for the purpose of saving--a factor which is likely to maintain or increase existing work hours. 77/ Further complications come from Social Security restrictions which impose earnings limits on those receiving pensions. 78/ In response to these conditions, data indicate that hours remain relatively constant up to around age 60, when work involvement begins to taper off. As age progresses beyond this point, those with poor health, bad employment options, or nonemployment income tend to withdraw from

---

77. Juanita M. Kreps, Lifetime Allocation of Work and Income: Essays in the Economics of Aging, Duke University Press, Durham, N. C., 1971, pages 100-133 and 143-154.

78. Alicia Munnell, The Future of Social Security, Brookings Institution, Washington, D. C., 1977, pages 25-83.

the labor force. 79/ Of those who continue working after age 65, some 49 percent were voluntarily employed in a part-time job, 80/ a large number of which were doubtless influenced by Social Security earning restrictions. If current social policies persist, it is likely that the aging of the large post-World War II "baby boom" generation may magnify such work time behaviors in coming decades.

Because of the many social changes cited above, the tendency of workers to exchange income for time is likely to become highly diverse and strongly influenced by the forms of potential free time gains. For most persons, marginal reductions of the workday or workweek, and perhaps the worklife as it is currently conceived, may have reached the point of diminishing returns. Nonetheless, free time in the forms that meet individual needs, such as part-time work for parents of

---

79. Edward Kalachek, op.cit., page 1; Aldrich Finegan and William Bowen, op.cit.; Philip L. Rones, "Older Men--The Choice Between Work and Retirement," Monthly Labor Review, November 1978, pages 3-10; Joseph Quinn, "The Microeconomics of Early Retirement: A Cross-sectional View," Prepared for the U. S. Department of Health, Education and Welfare, Washington, D. C., 1975; Leonard Rubin, "Disabling Health Conditions Among Men," Reaching Retirement Age, Social Security Administration, U. S. Department Health, Education and Welfare, Washington, D. C., 1976, pages 65-74.

80. William Deutermann and Scott C. Brown, op.cit., pages 6-7; and Philip L. Rones, op.cit., pages 4-6.

young children or extended vacations or weekends for those wishing to breach the confines of their regular routines, may be particularly valuable. 81/

A number of survey studies indicate that scheduling of potential free time is particularly important and that time-income tradeoff options extending beyond the workday and workweek produce different exchange preferences. First, two national employment surveys conducted at the University of Michigan in 1969 and 1977 found that the proportion of persons citing problems with "inconvenient or excessive hours" increased somewhat from 29.5 percent to 33.6 percent, and that most problems dealt with scheduling rather than number of workhours. 82/ Second, a 1973 study of 518 employees of 22 firms recently converted to 4-day, 40-hour workweeks, allowing for the same amount of work but more extensive time off the job revealed high employee satisfaction with the new work schedule. 83/ Finally, several

---

81. Edward Kalachek, "Workers and the Hours Decision," op.cit., pages 5 and 18; and Fred Best, "Preferences for Worklife Scheduling and Work-Leisure Tradeoffs," op.cit., pages 32-33.

82. Robert Quinn and Graham Staines, op.cit., Table 5.36.

83. Opinion Research Corporation, The Effects of a Shorter Workweek on Employees' Job Attitudes and Leisure Activities, Princeton, N. J., 1973.

additional studies of nonrepresentative samples ranging in size from 197 auto assembly workers to 791 varied county employees further pinpoint the likely effects of scheduling on time-income tradeoff preferences. These studies asked respondents to choose their personal preferences among a number of equally costly benefit options, such as a pay raise, shorter workdays, longer weekends, more paid vacation, or earlier retirement. The results revealed that most respondents preferred extended time away from work over income, but that income was commonly chosen over shorter workdays, longer weekends, and earlier retirements. 84/

Consideration of available data suggests that future tradeoffs between income-earning work time and free time may be influenced by the ways in which work and free time are scheduled. Specifically, one might expect that willingness to forego potential earnings in exchange for more free time may increase with the length of free time and the flexibility with which free time is scheduled. 85/

---

84. Stanley M. Neally and James G. Goodale, "Workers' Preferences Among Time-off Benefits and Pay," Journal of Applied Psychology, Vol. 1, 1967; J. Brad Chapman and Robert Ottemann, "Employee Preferences for Various Compensation and Fringe Benefits," The Personnel Administrator, November 1975; Fred Best and James Wright, op.cit., pages 136-153.

85. For workers' stated preferences toward alternative schedules of constant amount of work time, see Ibid; Fred Best, "Preferences for Worklife Scheduling and Work-Leisure Tradeoffs," op.cit., pages 34-35.

By enlarging the time frame it is possible to speculate how worker tradeoff preferences, and their respective "indifference curves," may change under different scheduling options. Figure II illustrates this possibility with three schedule-determined "indifference curves," with potential free time taking the form of (1) more daily time away from work, (2) longer weekends, and (3) longer vacations. If these speculations are valid, it would be reasonable to assume that many workers may give up existing or potential earnings for extended, as opposed to shorter, periods of free time.

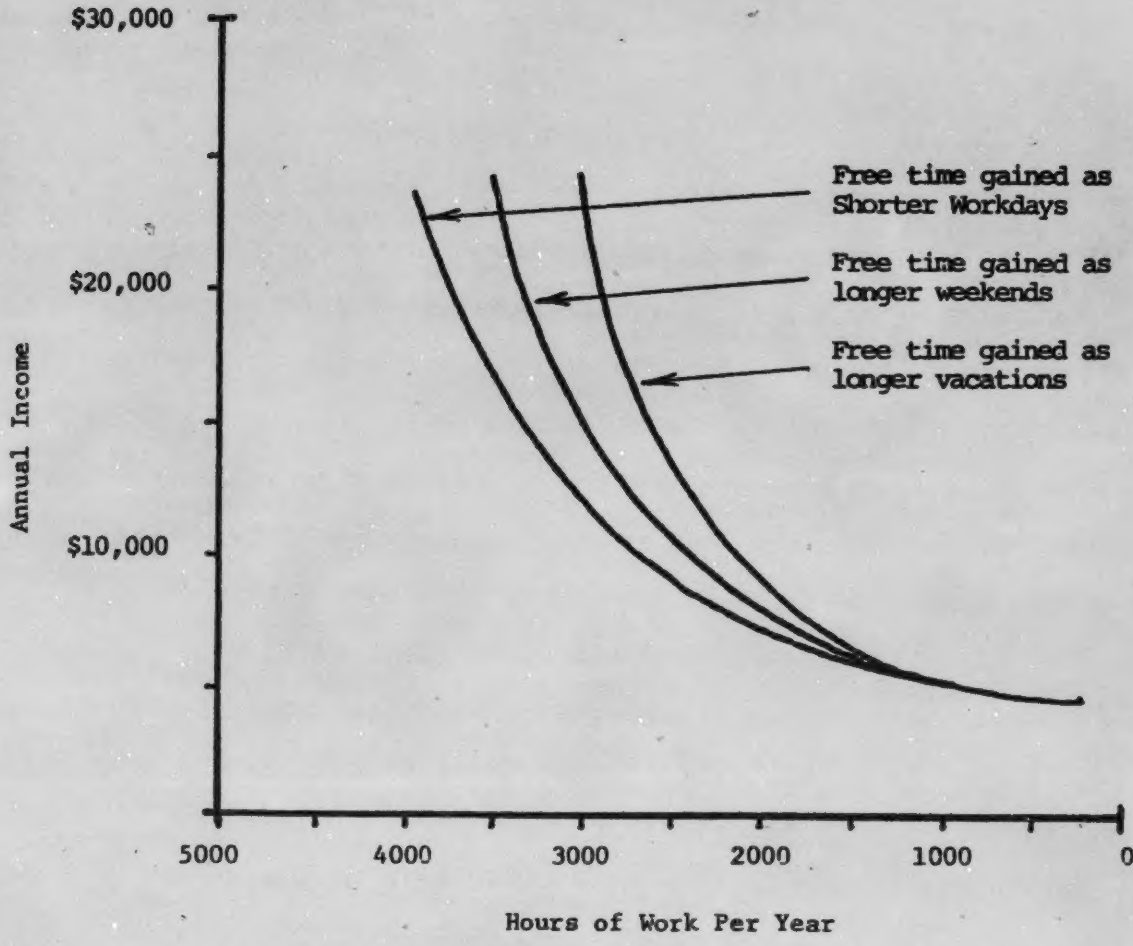
The likely impact of scheduling on time-income tradeoff preferences can be extended to the time frame of overall lifespans. During the twentieth century, a number of social forces, including prolonged schooling and earlier retirement, have led to compression of work years into an ever smaller portion of overall lifetimes. As a result, most men and an increasing portion of women have come to pursue a "linear life plan" typified by something of a lockstep progression from education in youth to some 40 consecutive years of employment during the middle years of life, and finally to retirement. 86/ This pattern has become

---

86. Fred Best and Barry Stern, op.cit., pages 3-10.

Figure II

HYPOTHETICAL TIME-INCOME INDIFFERENCE CURVES UNDER ALTERNATIVE FREE TIME SCHEDULING



increasingly pronounced, not only for humanistic reasons, but also because of the economic consideration that those who are at the peak of their productive capacities during mid-life should work, while less productive persons in their youth or old age should either increase their productive capacity through schooling or withdraw to retirement as a reward for a completed worklife. 87/ While this life pattern has had and continues to have healthy features, there are questions as to whether the progression from education-to-work-to-retirement is too rigid to meet today's social and individual needs, and whether the value of further increases of non-work time at the ends of the life cycle may have reached the point of diminishing returns. 88/

---

87. For an exposition of this line of thinking, see Melvin Reder, "Hours of Work and the General Welfare," in Clyde Dankert et al. (Editors), Hours of Work, Harper and Row Publishers, New York, 1965, pages 179-200.

88. For assessments of prevailing life patterns, see Juanita Kreps, The Lifetime Allocation of Work and Income, Duke University Press, Durham, 1971; Willard Wirtz et al., The Boundless Resource, New Republic Book Company, Washington, D. C., 1975; Archibald Evans, Flexibility in Working Life, Organisation for Economic Cooperation, Paris, 1973; Harold Sheppard and Sara Rix, The Graying of Working America, The Free Press, New York, 1977, pages 156-168; Robert N. Butler, Why Survive? Being Old in America, Harper and Row, New York, 1973, pages 384-401; and James O'Toole, "200 Million Job Choices," The Washington Post, July 4, 1976, pages B1 and B4.

While the forces determining the lifetime distribution of work and non-work time are not fully understood, several social trends suggest that today's prevailing "linear life plan" may not be as viable as in the past. Schooling in youth has been viewed as personally enriching and economically beneficial because it enhances knowledge, improves social productivity, and increases earning power in later life. 89/ Today, it is also suggested that young persons pursue prolonged years of schooling because there are no jobs, 90/ that the individual income and social

---

89. Jacob Mincer, "Investment in Human Capital and Personal Income Distribution," Journal of Political Economy, August 1958, pages 281-302; Gary S. Becker, Human Capital: A Theoretical and Empirical Analysis with Special Reference to Education, Columbia University Press, New York, 1964; and Theodore W. Schultz, "Reflections on Investment in Man," Journal of Political Economy, October 1962, pages 1-8.

90. While it has commonly been noted that schools serve as "aging vats" for young persons with nothing else to do, there is little literature on this topic. It has been determined that young persons tend to withdraw from the labor force or potential labor force participation as unemployment increases (Aldrich Finegan and William Bowen, op.cit.; and Stuart H. Garfinkle, "The Outcome of a Spell of Unemployment," Monthly Labor Review, January 1977, pages 54-57), but there has been scarce literature dealing with whether such lack of employment or any other activity leads to school enrollments. Scholars of educational institutions have long observed that schools frequently play a "custodial role" to keep vagrant young persons out of trouble (Bernice Neugarten and Robert Havighurst, Society and Education, Allyn and Bacon, Inc., Boston, 1975, pages 197-98), and a limited study of black high school students suggests that the absence of work may prolong length of schooling (Sue E. Berryman, "Youth Unemployment and Career Education," Social Policy, Winter 1978, pages 29-69).

benefits derived from schooling have tapered off because of an "over-supply" of educated labor, 91/ while social changes require recurrent education throughout life rather than limiting school to youth. 92/ At the other end of the life cycle, retirement has been traditionally regarded as a humanistic and economical way of encouraging the withdrawal or less productive older workers. 93/ Today, there is considerable uncertainty about the lower productivity of older workers; 94/ moreover, the projected size, good health, and life expectancy of the older population promises to make earlier retirements socially expensive and personally impoverishing. 95/ For those in mid-life, there

---

91. Richard Freeman, *The Over-educated American*, Academic Press, New York, 1976; Ivar Berg, *The Great Training Robbery*, Praeger Publishers, New York, 1970; Andrew Spekke, "Is Going to School Worth the Investment?," *The Futurist*, December 1976, pages 297-304; and A. J. Jaffee and Joseph Froomkin, *op.cit*.

92. Barry Stern, *Toward a Federal Policy on Education and Work*, U. S. Government Printing Office, U. S. Department of Health, Education and Welfare, Washington, D. C., 1977, pages 80-109.

93. Richard Hofstadter, *The Age of Reform*, Random House, New York, 1956, pages 242-243; John McCowell, "Social Security," *Encyclopedia Americana*, Vol. 25, 1969, page 186j; and Sidney Fine, *Laissez Faire and the General Welfare State*, University of Michigan Press, Ann Arbor, 1956, page 236.

94. Harold Sheppard and Sara Rix, *op.cit*., pages 70-80.

95. *Ibid*, pages 104-168; Alicia Munnell, *op.cit*., pages 84-112; Robert Butler, *op.cit*.; and Fred Best, "The Future of Retirement and Lifetime Distribution of Work," *Aging in Work*, Summer 1979, pages 173-181.

are signs that time away from work may be well received for purposes of family care, re-education, and leisure activities.

Survey studies provide some support for the proposition that American preferences may be shifting toward more flexibility in the distribution of education, work, and leisure over total lifetimes. While the value of basic education during youth continues to be recognized, the social and economic returns of prolonged schooling restricted to the early stages of life seem to be increasingly questioned. 96/ National surveys suggest that youth from all backgrounds would prefer to combine more work into their school years, 97/ and that older persons would welcome more educational opportunities during mid-life. 98/ Similarly, while there is no apparent resistence to the basic institution of retirement, there is a growing plurality of opinion

---

96. Ivar Berg, op.cit.

97. Daniel Yankelovich, The New Morality, McGraw-Hill Book Company, New York, 1974, pages 111-114.

98. Elizabeth Meier, Aging in America: Implications for Employment, Report No. 7, National Council on the Aging, Washington, D. C., 1976, page 15; A Gallup Study on the Image of and Attitudes Toward America's Community and Junior Colleges, The Gallup Organization, Inc., Princeton, N. J., August 1977, pages 5-10; and Matilda Riley and Anne Foner (Editors), Aging and Society, Russell Sage Foundation, New York, 1968, page 527.

concerning the best age for retiring, 99/ overwhelming resistance to the idea of forced retirement at a pre-set age, 100/ and indications that about half of currently retired men would like to return to work. 101/ Of particular interest are surveys showing that the majority of persons would prefer to continue working in later life, but that most would choose part-time rather than full-time work. 102/ Among those in mid-life, the possibility of longer vacations and sabbatical leaves seems to have considerable appeal, 103/ and while there has been little survey research on overall life scheduling, one exploratory study of 791 county

---

99. Elizabeth Meier, Aging in America: Implications for Employment, Report No. 7, National Council for the Aging, Washington, D. C., 1977; MAP'77, National Council for Life Insurance, Washington, D. C., 1977, page 65.

100. Elizabeth Meier, op.cit., page 11; Louis Harris, "'No' Vote on Forced Retirement," The Harris Survey, Press Release, September 26, 1977.

101. Reaching Retirement Age: Findings from a Survey of Newly Entitled Workers, 1968-1970, Social Security Administration, U. S. Department of Health, Education and Welfare, Research Report No. 47, page 60.

102. The Roper Organization, Roper Reports, August 1977; "Dundalk Study of Steelworkers," Ideas at Work, op.cit., pages 2-3; and Fred Best, "The Future of Retirement and Lifetime Distribution of Work," Public Policy and the Future of Work and Retirement, Select Committee on Aging, U. S. House of Representatives, 95th Congress, May 3, 1978, page 96.

103. Work: Desires, Discontents, and Satisfactions, Special Report, The Roper Organization, New York, June 1974; BNA's Collective Bargaining Negotiations and Contracts, The Bureau of National Affairs, Inc., Washington, D. C., October 18, 1978; and Fred Best, Phillip Bosserman, and Barry Stern, "Income-Time Tradeoff Preferences of U. S. Workers: A Review of Literature and Indicators," Leisure Sciences, Vol. 2, No. 2, 1979.

employees found that an overwhelming majority preferred to redistribute some of the non-work time now given to schooling in youth and retirement in old age to the middle years of life. 104/

Summary of Major Factors Determining Time-Income Tradeoffs

Clearly, there are a host of factors which determine time-income tradeoff preferences, many of which have not been explored in this discussion. While efforts have been made to interrelate these factors, 105/ there is no overarching formula or theoretical framework which explains and predicts work time preferences. Nonetheless, it is possible to draw upon available data to create a number of working propositions to guide thought on this topic.

(1) Time-income tradeoff preferences vary in accord with the unique impacts of a number of major social characteristics:

Income: Increases in income resulting from higher pay rates or longer workhours will lead to declining value for each additional unit of income, while the relative value of additional non-work time will increase. On the other hand, increased pay rates will encourage longer workhours because the reward for each unit of work time is higher. Aside from cases in which earnings are extremely low, higher income levels are likely to increase the value of non-work time relative to earnings.

---

104. Fred Best, "Preferences on Worklife Scheduling," op.cit., pages 35-36.

105. Gary Becker and Associates have developed the most refined theories on the use of time. (Gary Becker, "A Theory on the Allocation of Time," The Economic Journal, September 1965, pages 493-517; and Gary Becker and Gilbert Ghez, op.cit.)

Education: Added education may increase the capacity to use discretionary time and thus foster desire for more non-work time. At the same time, education is an investment toward greater earnings levels, thus fostering longer hours as an attempt to maximize returns for years of schooling. As educational attainment rises, it can be generally expected that the desire to maximize school investment will dominate leisure appreciation, and thus lead to lengthening of work time.

Occupation and Quality of Work: Work which is personally viewed as unpleasant is likely to encourage the minimization of work time, while work which is viewed as pleasant will tend to encourage longer work time.

Family Cycle: Dependent children are likely to have a major impact on work time preferences. Single persons and couples without children are likely to have the temporal and financial discretion to place high value on non-work time relative to income. Parents with children are likely to have pressing financial pressures due to child raising and other household expenses, while also experiencing a scarcity of time for family and personal matters. As such, family units with children will commonly have conflicting needs for added income and non-work time, which are likely to be resolved in favor of income. Parents with matured and independent children will once again have the financial and temporal discretion to choose more freely between time and earnings.

Family Structure: The working status of spouses and parents and their views toward sex roles may influence work time preferences. Members of traditional families in which the husband works on a paying job and the wife keeps house will probably place greater premium on income relative to time; while members of nontraditional families in which both spouses work and assume home chores may have greater financial discretion and scarcity of time leading to a greater premium for time relative to earnings.

Sex: Sex is likely to have conflicting and changing impact on time-income tradeoff preferences. Women with more traditional attitudes toward home- and child-care can be expected to show a strong interest in time relative to earnings, while men who are the sole family income earners are likely to be cautious about exchanging income for time and perhaps prone to work longer for more pay. However, if sex and family roles continue to become more flexible, these differences between sexes concerning work time preferences are likely to decline.

Age: Age may be a major determinant of work time preferences during youth and old age. However, it is likely that other variables, such as family cycle stage and socioeconomic grouping, will dominate age as a determinant of time-income preferences during the middle years of life. While many young persons may need income-earning work to meet living and discretionary expenses, frequent access to nonemployment income from parents and educational assistance programs, deferment of employment due to school enrollment, peer group acceptance of low earnings, and lack of health barriers to many forms of inexpensive recreation can be expected to minimize the value of earnings relative to time. For workers near retirement, personal discretions caused by senior pay levels and independent offspring, coupled with declining physical stamina, may increase preferences for time over money, while the need to save for retirement and future health care may foster a desire for income over time. For all older persons, the extra costs of retirement brought about by longer life expectancy and inflation may increase interest in less than full-time employment as opposed to full retirement.

(2) The diversity of factors influencing time-income tradeoffs can be expected to foster a plurality of preferences concerning the scheduling of potential free time. Some forms of potential free time gains will be more popular than others,

and an increase in the variety of ways potential free time is scheduled may increase willingness to forego earnings for time.

(3) A number of key social changes and compositional shifts in the labor force may be moving American society toward work time preferences significantly different from the prevailing amounts and schedules of work.

While reasonable scholars might disagree with these propositions, there is widespread agreement that our knowledge of work time preferences and decisions is somewhat scanty, and that these and other hypotheses need to be evaluated through a variety of approaches.

III. SURVEY DATA AND APPROACH TO ANALYSIS

During the last 2 weeks of August 1978, a national survey of the American public was conducted by Louis Harris and Associates which contained a series of questions dealing with work time issues. These questions were contracted by the National Commission for Employment Policy and fielded along with other questions contracted by other clients of the survey firm.

Survey Questions

Some 22 of the Commission's contracted questions dealt specifically with work time. Four additional questions were specially contracted to obtain information on the social characteristics of respondents that was not provided by the 12 background questions provided by Harris and Associates. The work time questions dealt with the exchange of potential pay raises and current income for alternative forms of time off the job, short-time compensation (a work-sharing policy currently under consideration by the U. S. Department of Labor), and the integration of work activities into the school years of youth and retirement years of old age. Several of these questions had been pre-tested through a number of exploratory survey studies using non-representative samples. To insure that these, as well as newly developed questions, were applicable to national survey techniques, Harris and Associates field-tested these questions independently. Because the issues under consideration were considered to be somewhat complex, particular efforts were made to design the questions for maximum simplicity and clarity. They were presented to respondents on flip cards and placed at the beginning of the survey in order to minimize respondent fatigue. (See Appendix I for questions.)

The Sample and Data Collection

Data were collected so as to guarantee survey responses that were representative of the total non-institutionalized civilian population over 17 years of age. Some 1,566 respondents were interviewed from all States except Alaska and Hawaii. Respondents were randomly selected from geographic units chosen to guarantee that the national regions and metropolitan-nonmetropolitan mix of the sample was within 1 percent of proportions documented by current Bureau of the Census data. Data were collected through person-to-person interviews with respondents at their place of residence. (See Appendix II for details of the data-collection process.)

The social characteristics of the 955 survey respondents reporting themselves as employed were compared to recent Bureau of Labor Statistics data on the working labor force. This comparison indicates that the subsample is generally representative of the U. S. working population (table 1). However, two important qualifications must be made. First, breakdowns of the survey subsample of workers reveal that the sample under-represents women and the clerical occupations while over-representing men and the skilled trades. This bias can likely be explained as the result of sampling procedures in which survey interviews ask for the "head of the household" when both spouses are present. In the case of dual earner families, the man is still commonly viewed as the "head," thus creating a bias in the data-collection process in favor of men and the trades. Second, data collection at place of residence tends to bias the sample in favor of more sedentary, as opposed to active persons. While this would presumably lead to a smaller proportion of younger respondents than would be found in the population, this bias does not appear to any notable extent in the sample. Since more active persons and women are thought to be more prone to exchange income for time, it can be expected that any sampling biases in

Table 1

COMPARISON OF SURVEY SAMPLE WITH NATIONAL DATA

Variable	Recent BLS Data	1978 National Sample	Variable	Recent BLS Data	1978 National Sample
Sex			Marital Status		
Male	58.7	64.3	Married	65.3	69.4
Female	41.3	35.7	Never Married	22.5	19.2
			Divorced	12.2	6.5
Age			Widowed		3.2
Under 20	8.4	8.0	Separated		1.7
20-29	27.0	24.0			
30-39	22.2	24.2	Number Children		
40-49	18.4	19.0	None	NA	41.3
50-59	15.0	15.7	One	NA	19.9
60 and Over	9.2	9.2	Two	NA	20.1
			Three	NA	11.0
Region			Four or More	NA	7.8
East	26.6	28.5			
Midwest	27.1	28.1	Occupation		
South	28.6	27.9	Prof-Tech	15.1	19.1
West	17.8	15.6	Managerial	10.8	12.6
			Clerical	17.9	6.6
Race			Sales & Other	6.2	6.8
White	88.9	86.1	Crafts	13.3	25.5
Black	11.2	8.1	N.F. Labor	5.1	17.6
Other		5.8	Operatives	14.9	
			Services	13.6	10.4
Education			Farm	3.0	1.4
Less than HS	27.2	21.3			
High School	39.5	33.5	Family Income		
Some College	16.3	24.1	Under $4999	NA	6.9
College	16.9	10.1	$5000-9999	NA	15.8
Graduate		10.8	$10000-14999	NA	21.2
			$15000-19999	NA	20.8
			$20000-24999	NA	14.5
			$25000 Plus	NA	20.8

SOURCE: Recent BLS (Bureau of Labor Statistics) data cited from 1978 Employment and Training Report of the President, pages 202,233-34, 247; "Employment Situation: August 1978," News Release; and Statistical Abstracts of the United States, 1976, page 11.

NOTE: Data sets were not always comparable. In some cases the percentages of subcategories were interpolated to approximate comparability.

this direction would present a conservative picture of national willingness to forego income for more free time.

Precautions for Analysis

There are several precautions that must be kept in mind while interpreting the results of any national survey, as well as this specific study.

Confidence Intervals. While a randomly selected sample of 1,566 persons can be reasonably accurate in representing the views of the U. S. population, it is important to recognize that all such surveys have defined ranges of error. These ranges of error and the probability that survey responses may vary within these ranges can be statistically elaborated. As a general guideline for analysis, it can be said that it is highly unlikely that the actual responses of the total population under study will vary more than three percentage points more or less than the responses from a randomly selected sample of around 1,600. However, this margin of error increases as sample or subsample size declines. For example, it is reasonable to expect that the responses of the total population could vary as much as 12 percentage points plus or minus from the responses of a sample or subsample of 100 respondents (See Appendix III for more discussion of confidence intervals).

Limitations of Survey Questions. It is always possible that poorly designed or limited questions will improperly reflect the realities of the total population. In the case of the questions on work time used in this survey, there were a number of unavoidable deficiencies which could create problems of interpretation. The necessity to simplify questions so that they were easily understood by most persons, combined with financial constraints limiting the number and nature of questions, led to the following shortcomings:

The fact that the work time arrangements of the U. S. labor force are highly varied made it impossible to assume that the exchange of a given percentage of income earning work time would result in a clearly defined amount of added free time. Yet, the desirability of graphically spelling out the amount of free time to be gained by tradeoffs encouraged such an approach. As a result, all respondents were asked to "assume that you are working 40 hours a week" before they were requested to answer the questions. While this approach likely works well for the majority of persons spending between 35 and 44 hours on their jobs each week, it is likely to have caused confusion among those working particularly short or long hours, and thus ambiguity in interpreting such results. This problem is particularly troublesome in the analysis of the work time preferences of potential workers not employed at the time of the survey.

The ongoing social problem of inflation added complications to the collection and interpretation of data concerning time-income tradeoffs. The necessity of maintaining maximum simplicity in the questions led to an avoidance of the inflation issue. However, this decision has the result of making it unclear as to whether respondents were answering questions about tradeoffs with the assumption that prices would remain stable or that inflation would continue at past rates. Since inflation is a somewhat unpredictable fact of life in the background of all today's financial decisions, it was thought best to leave the issue in the background.

This study was undertaken primarily to explore the willingness of workers to exchange income for free time. While one question deals with the option of working longer hours for higher pay, all other questions deal with adjusting work time to increase time away from the job. While the desire to work more and earn more are important aspects of work time research, resource constraints and the focal concern of this study with work time reduction precluded attention to this matter.

While these problems and limitations unquestionably detract from the precision of the survey, it is still reasonable to claim that the survey responses represent something of a fine tuned "sense" of worker views toward exchanging earnings for free time. Nonetheless, these shortcomings should be kept in mind while reviewing the results of the study.

Limitations of Survey Research. Like all approaches to studying the world, survey research has its particular limitations. Perhaps the greatest limitation is that surveys do not necessarily predict behavior. Opinion and attitude studies may indicate the wishes and concerns of a population, but doubt must always remain as to whether respondents will act as their answers indicate they might. A second limitation, which has been largely rectified in this study, is that respondents are rarely asked to indicate the strength of their preferences by being forced to make choices between desired commodities or benefits. A third limitation is that survey studies are infrequently replicated with comparable samples and questions. Thus, it is often impossible, aside from informed speculation, to access whether responses are changing over time. Despite these shortcomings, survey research is particularly valuable for its ability to pinpoint highly specific issues and examine responses to hypothetical conditions that are difficult, if not impossible, to create in reality.

Ultimately, the task of assessing American time-income tradeoff preferences is somewhat akin to the age-old fable of the five blind people trying to describe an elephant. One, holding the tail, said the elephant was long and skinny; another, touching the foot, reported that it was like a fleshy tree trunk; and so on. Just as in this story, the use of different types of data in isolation often lacks the scope and accuracy necessary for the development of an accurate overview. Surveys, like all other methods of research, have shortcomings which should not be overlooked. However, it is hoped that the findings of this study will serve to both fill and isolate knowledge gaps concerning unexplored aspects of time-income tradeoff preferences.

IV. TIME-INCOME TRADEOFF PREFERENCES

While the findings of this study indicate that American workers may be interested in foregoing substantial portions of current or potential income for time, the ways in which potential gains of free time are scheduled proved to be a major determinant of tradeoff preferences. The data confirmed the common view that the majority of workers are satisfied with the length of today's average workweek, 106/ but the survey also indicated a wide diversity of work time preferences and a strong interest in gaining extended time away from work through vacations and sabbatical leaves. If individuals were somehow allowed to choose the preferences revealed by this survey, work time conditions would be markedly different from those prevailing today. Finally, while responses varied somewhat by the characteristics of respondents, the

---

106. Edward Kalachek, "Workers and the Hours Decision," Work Time and Employment, Special Report No. 28, National Commission for Employment Policy, Washington, D. C., 1979; and Lloyd Reynolds, Labor Economics and Labor Relations, Prentice-Hall, Englewood Cliffs, N. J., 1970, page 48.

pattern of general satisfaction with the workweek and desire for extended free time was surprisingly consistent among all major social groups.

Generalized Time-Income Tradeoffs

The first question posed to respondents dealt with whether they would prefer to work longer hours at their present pay level and earn proportionally more, work the same hours and earn the same, or work less and earn less. In response, 60.7 percent of the employed respondents reported that they would choose to work the same hours and earn the same. Some 28.0 percent said they would like to work more and earn more, and 11.3 percent said they would work less and earn less (table 2).

These responses closely paralleled responses to a previously mentioned survey question fielded to a representative sample of the U. S. population in 1966. The earlier responses showed that 56 percent wished to work the same and earn the same, 34 percent wished to work and earn more, and 10 percent wished to work and earn less. 107/ Comparison of this 1966 data with the 1978 responses suggests that

---

107. George Katona, Burkhard Strumpel, and Ernest Zahn, Aspirations and Affluence, McGraw-Hill Book Company, New York, 1971, pages 129-133 and 230.

Table 2

GENERALIZED TIME-INCOME TRADEOFF PREFERENCES
BY SELECTED SOCIAL CHARACTERISTICS, 1978
(Percentage Breakdown)

Social Characteristics	More Work, More Pay	Same Work, Same Pay	Less Work, Less Pay	Correlation (Pearson r)	Number of Respondents
Total	28.0	60.7	11.3	NA	949
Occupation				NA	
Prof-Tech	25.7	61.5	12.8		179
Managerial	30.5	56.8	12.7		118
Clerical-Sales	33.1	55.6	11.3		124
Skilled Labor	23.0	64.9	12.1		239
Operatives-Laborers	28.3	62.7	9.0		166
Service	35.7	54.1	10.2		98
Farm	23.1	69.2	7.7		13
Education				.0501	
Some H.S. or Less	32.5	61.6	5.9	(s=.12)	203
High School Degree	26.6	59.5	13.9		316
Some College	30.1	56.8	12.3		227
College Degree	20.8	63.5	15.6		96
Some Graduate School	23.0	69.0	8.0		100
Total Family Income				.1096	
Under $4,999	41.3	49.2	9.5	(s=.00)	63
$5,000-$9,999	30.3	57.9	11.7		145
$10,000-$14,999	29.5	62.2	8.3		193
$15,000-$19,999	30.4	58.1	11.5		191
$20,000-$24,999	21.5	66.9	11.5		130
$25,000-$34,999	16.8	68.2	15.0		107
Over $34,999	23.5	62.4	14.1		85
Union Affiliation				NA	
Member	25.7	64.9	9.4		202
Non-Member	28.6	59.6	11.8		735
Form of Payment for Work				NA	
Wage	29.0	60.3	10.7		448
Salary	27.2	62.9	9.9		342
Other	26.6	57.8	15.6		154
Hours Worked Weekly				.0325	
Under 34	30.5	57.4	12.2	(s=.16)	197
35-39	32.0	58.0	10.0		100
40-44	27.7	63.2	9.2		437
Over 44	24.7	60.0	15.3		215
Major Activity of Spouse					
Men					
Not Married	30.9	51.5	17.6		136
Working Full-time	28.0	63.1	8.9		157
Working Part-time	30.9	54.4	14.7		68
Unemployed & Off-Job	26.5	58.8	14.7		34
Keeping House	23.3	69.9	6.8		206
Women					
Not Married	39.1	55.7	5.2		115
Working Full-time	24.4	62.8	12.8		180
Working Part-time	36.4	36.4	27.3		11
Unemployed & Off-Job	6.6	60.0	33.3		15
Keeping House	23.1	61.5	15.4		13
Sex				-.0892	
Men	27.5	61.3	11.1	(s=.81)	610
Women	28.9	59.6	11.5		339
Marital Status				NA	
Single	35.7	52.2	12.1		182
Married	24.1	64.3	11.6		655
Div-Sep-Widowed	39.3	53.3	7.5		107
Number of Dependents				-.0253	
None	27.4	57.9	14.6	(s=.44)	390
One	26.6	63.3	10.1		188
Two	33.2	61.6	5.3		190
Three	25.0	66.3	8.7		104
Four or More	25.6	59.5	14.9		74
Age of Youngest Child				-.0235	
No Children	29.5	55.5	15.0	(s=.50)	366
Under 5 Years	30.6	59.7	9.7		196
5-9 Years	26.6	65.3	8.1		124
10-14 Years	28.0	59.3	12.7		118
Over 14 Years	25.2	70.3	4.5		111
Age				.1016	
Under 25	40.3	50.3	9.4	(s=.00)	171
25-34	27.6	58.4	14.0		257
35-49	28.4	60.7	10.9		285
50-64	11.6	71.0	10.4		221
Over 64	23.1	69.2	7.7		13
Race				NA	
White	26.1	61.7	12.2		812
Nonwhite	39.4	54.5	6.1		132

QUESTION: "Some people would like to work more hours a week if they could be paid for it. Others would prefer to work fewer hours per week even if they earned less. How do you feel about this? Assuming that there would be no special rates for longer hours, place a mark in the box next to the answer which best reflects your feelings: (Options noted in above table)."

the desire to forego income for leisure has remained virtually constant over the last decade, with the vast majority expressing satisfaction with the current workweek.

The 1978 responses to this general tradeoff question were remarkably constant among groups broken down by selected social characteristics (table 2). Most notably, willingness to reduce hours increased with total family income. Similarly, desire to work and earn more declined with age and education. Breakdowns by other social characteristics, such as occupation, sex, and age of youngest child revealed surprisingly little variation in responses. Multivariate analysis 108/ indicated that race, socioeconomic standing, 109/

---

108. In order to assess the relative strength of several predictor variables on the variation of one dependent variable while simultaneously controlling the impact of the numerous predictor variables, multiple regression techniques will be used from time to time. The general nature of the findings will be summarized in the text, and statistical tables will be provided in Appendix IV.

109. In order to consolidate the combined influence of educational attainment, occupation, and total family income, a composite variable (SES) was constructed giving equal weighting to its three components. Construction of this variable is outlined as follows: Variables were recoded by use of computer programming so that points for various values of education, occupation, and family income were assigned. Points for educational attainment were: 1 = some graduate school; 2 = 4-year college degree; 3 = some college; 4 = high school degree; and 5 = some high school or less. Points for occupation were: 1 = professional or managerial; 2 = clerical, sales, and skilled labor; 3 = services; 4 = operatives and unskilled labor; and 5 = farmworkers. Points for family income were: 1 = $25,000 and over; 2 = $20,000 to $24,999; 3 = $15,000 to $19,999; 4 = $10,000 to $14,999; and 5 = Under $10,000. Totals from adding the scores for all these variables were classified into socioeconomic groups so that scores of 13 to 15 = lower class; 10 to 12 = lower-middle class; 6 to 9 = middle class; and under 9 = upper middle class plus.

and age were the strongest predictors of general tradeoff preferences, while weekly workhours, family cycle stage, 110/ sex, and union affiliation had relatively little impact. However, similar analysis of the results for subgroups broken down by sex and age of youngest child suggested that sex and family cycle stage should not be discounted as notable determinants of time-income exchange preferences (table 19, Appendix IV).

Two Percent Tradeoff with Scheduling Options

Responses to additional time-income tradeoff questions providing different ways of scheduling potential gains of free time reveal preferences contrasting strongly to those revealed by the first question. The second group of questions presented the respondents with five equally costly options: a pay raise of 2 percent, 10 minutes taken off each workday, 50 minutes taken off one workday a week (presumably Friday), five additional days of paid annual vacation, and earlier retirement by seven workdays a year. Respondents were asked to give their first, second, third, and fourth choices between these options.

---

110. A detailed series of computerized selection procedures were used to construct a composite family cycle stage (FACYCLE) variable from marital status, number of dependents, and age of youngest child. The categories of this composite variable were single, couples without children, parents with young children, and parents with older-independent children.

The responses to these questions show that the pay raise was chosen most by a plurality of 35.5 percent of working respondents, while the remaining 64.5 percent chose one of the alternative forms of free time. Most notably, additional days of paid vacation proved to be particularly popular, with 25.7 percent selecting this option. The 50-minute reduction of one workday a week and earlier retirement were also in demand, being chosen by 17.1 and 18.6 percent, respectively (table 3). The 10-minute shortening of each workday was notably unpopular, receiving only 3.2 percent of the first choices. To some degree, the low popularity of this option can likely be attributed to the negligible value of such small reductions of the workday. Presumably, those interested in shorter workdays might prefer to make larger exchanges of income for significant gains of daily free time--an issue that will be explored later. [111]

---

[111] Other exploratory surveys with an identical 2-percent tradeoff question with scheduling options and a 2-percent question of the same nature found that an increase of available reduction in the workday elicited a significantly greater exchange of potential income for time. Fred Best, "Time-Income Tradeoff and Work Scheduling Preferences," Paper prepared for the Office of the Assistant Secretary for Policy, Evaluation and Research, U. S. Department of Labor, Contract No. 41-USC-252, October 1977, pages 34-36; Fred Best, "Preferences on Worklife Scheduling and Work-Leisure Tradeoffs," Monthly Labor Review, June 1978, page 33; and Fred Best and James D. Wright, "Effects of Work Scheduling on Time-Income Tradeoffs," Social Forces, Vol. 57, No. 1, September 1978, pages 142-145.

Table 3

WORKER PREFERENCES AMONG EQUALLY COSTLY OPTIONS FOR INCREASED INCOME OR FREE-TIME
(Percentage Breakdown. Cost of All Options Equal to 2 Percent Pay Increase)

2 Percent Time-Income Tradeoff Options	First Choice	Second Choice	Third Choice	Fourth Choice	Fifth Choice
2 Percent Pay Increase	35.5	18.0	16.4	16.2	14.8
10 Min. Reduction of Ea. Wkday	3.2	8.7	14.2	31.0	42.8
50 Min. Reduction of 1 Wkday/Week	17.1	22.0	27.8	23.9	9.0
5 Additional Days Paid Vacation	25.7	31.3	24.0	11.4	7.0
Earlier Retirement	18.6	20.0	17.7	17.5	26.4
Total	100.0	100.0	100.0	100.0	100.0
Number Respondents	950	941	929	920	922

QUESTION: Suppose that your employer gave you a choice of the following options: A. Pay increase of 2 percent (1/50th more than your current income), B. Each workday reduced 10 minutes, C. Shortening of Friday (or any other workday) by 50 minutes, D. 5 additional days (1 workweek) of paid vacation each year, E. Earlier retirement by accumulating 7 days each year until retirement. Mark the answer spaces with the letter of the option which best reflects your own preferences: Which option would be your first choice? ( ) Which option would be your second choice? ( ) Which option would be your third choice? ( ) Which option would be your fourth choice? ( )

The second and subsequent choices among 2-percent tradeoffs reveal some interesting patterns (table 3). Most particularly, the percent of respondents selecting income for their second choice is surprisingly low. Indeed, after receiving the plurality of choices in the first round, the pay raise was chosen by a relatively constant proportion of respondents in the second through the fifth choice. Indeed, some 14.8 percent would accept the pay raise only as their last choice. Looking to the choices among the free time options, it is noteworthy that added vacation time was remarkably popular among the second and third choices. Indeed, if the first and second choices were averaged, added vacation time alone would receive more choices than the pay raise.

Foremost among the observations to be made about these 2-percent tradeoff responses is the tremendous influence of scheduling on choices between income and time. First, some forms of free time, most notably vacations, are extremely popular. Presumably, opportunities to exchange earnings for such forms of leisure would be likely to encourage a substantial portion of the American work force to make time-income tradeoffs. Second, the responses to these 2-percent exchanges suggest that there is considerable diversity of preferences within the American workforce concerning the types of free time that are most desirable to individuals. Although some forms of potential free time such as vacations are most popular, a number of persons would clearly choose other forms of free time as their personal first choices.

Bivariate breakdowns of these 2-percent tradeoff choices by a number of social characteristics reveal some variation of preferences, but a general consistency of the overall pattern (table 4). Respondents broken down by occupations show that workers employed in the most tolesome and lower-paying occupations are more likely to choose the pay raise over time, suggesting that less pleasant work may create a desire to work less, but that financial needs prevail against such desires. The proportion of workers choosing the pay raise declines as education rises, with most of this reduced interest in pay shifting to preferences for longer vacations. This indicates that well-educated persons, who presumably work long hours to reap returns on educational investments, 112/ may have the resources and occupational discretion to pursue such extended leaves from work. Among those with lower-than-average incomes,

---

112. Harold Wilensky, "The Uneven Distribution of Leisure Time," Social Problems, Summer 1961; and John D. Owen, "Hours of Work in the Long Run," Work Time and Employment, Special Report No. 28, National Commission for Employment Policy, Washington, D. C., 1979.

TABLE 4

WORKER PREFERENCES AMONG EQUALLY COSTLY 2-PERCENT TRADEOFF OPTIONS
BY SELECTED SOCIAL CHARACTERISTICS
(First Choice Percentage Breakdown)

Social Characteristics	2 Percent Pay Raise	10 Minutes Off Each Workday	50 Min. Off 1 Workday Each Week	5 Days Added Vacation	Earlier Retirement	Correlation (Cramer's v)	Number of Respondents
Total	35.5	3.2	17.1	25.7	18.6	NA	950
Occupation						.0874	
Prof-Tech	35.4	3.4	11.8	28.7	20.8		178
Managerial	26.1	2.5	20.2	34.5	16.8		119
Clerical-Sales	33.1	4.0	21.0	26.6	15.3		124
Skilled Labor	34.6	3.3	17.5	24.6	20.0		240
Operatives-Laborers	40.0	3.6	18.2	21.8	16.4		165
Service	42.9	2.0	15.3	20.4	19.4		98
Farm	53.8	0	15.4	7.7	23.1		13
Education						.1221	
Some H.S. or Less	43.8	3.5	14.9	13.4	24.4		201
High School Degree	31.2	2.8	19.6	28.7	17.7		317
Some College	34.7	3.9	18.9	27.6	15.4		228
College Degree	37.5	3.1	15.6	25.0	18.8		96
Some Graduate School	31.7	3.0	11.9	36.6	16.8		101
Total Family Income						.1093	
Under $4,999.	50.0	4.8	11.3	22.6	11.3		62
$5,000-$9,999	41.4	4.8	20.7	24.1	9.0		145
$10,000-$14,999	38.7	2.6	14.4	21.6	22.7		194
$15,000-$19,999	33.0	1.6	17.3	25.1	23.0		191
$20,000-$24,999	28.2	3.1	15.3	35.1	18.3		131
$25,000-$34,999	29.9	2.8	20.6	27.1	19.6		107
Over $34,999	31.0	2.4	14.3	29.8	22.6		84
Union Affiliation						.1021	
Member	33.3	3.0	16.4	20.9	26.4		201
Non-Member	35.8	3.1	17.5	27.0	16.6		737
Form of Payment for Work						.0696	
Wage	35.8	3.1	17.0	24.6	19.5		447
Salary	33.5	2.3	16.9	27.1	20.1		343
Other	38.7	5.2	16.8	25.8	13.5		155
Hours Worked Weekly						.0941	
Under 34	40.6	4.6	19.3	23.9	11.7		197
35-39	42.2	1.0	18.6	24.5	13.7		102
40-44	35.8	3.2	14.2	24.1	22.7		436
Over 44	27.0	2.8	20.0	31.2	19.1		215
Major Activity of Spouse							
Men						NA	
Not Married	27.7	3.6	22.6	28.5	17.5		137
Working Full-time	34.6	2.6	9.6	25.6	27.6		156
Working Part-time	39.1	4.3	13.0	26.1	17.4		69
Unemployed & Off-Job	32.4	5.9	17.6	20.6	23.5		34
Keeping House	33.0	2.9	11.7	26.7	25.7		206
Women							
Not Married	47.8	2.6	13.9	25.2	10.4		115
Working Full-time	35.0	3.3	25.0	26.7	10.0		180
Working Part-time	18.2	0	36.4	36.4	9.1		11
Unemployed & Off-Job	60.0	0	13.3	13.3	13.3		15
Keeping House	38.5	0	23.1	15.4	23.1		13
Sex						.1708	
Men	32.7	3.4	14.7	26.0	23.1		611
Women	40.4	2.7	21.2	25.1	10.6		339
Marital Status							
Single	39.9	2.2	18.0	30.1	9.8		183
Married	34.2	3.2	16.2	25.6	20.8		655
Div-Sep-Widowed	36.4	4.7	20.6	19.6	18.7		107
Number of Dependents						.0910	
None	36.2	1.8	17.9	25.9	18.2		390
One	37.2	2.7	17.6	27.1	15.2		188
Two	35.3	4.2	12.1	25.8	22.6		190
Three	36.2	4.8	12.4	29.5	17.1		105
Four or More	27.0	6.8	29.7	16.2	20.3		74
Age of Youngest Child						.0846	
No Children	38.3	1.9	16.4	26.0	17.5		366
Under 5 Years	38.3	3.1	15.8	28.6	14.3		196
5-9 Years	31.0	2.4	16.7	27.8	22.2		126
10-14 Years	31.4	7.6	22.0	25.4	13.6		118
Over 14 Years	33.6	4.5	14.5	20.0	27.3		110
Age						.1407	
Under 25	41.5	2.7	17.5	31.0	7.0		171
25-34	33.8	2.3	18.9	29.6	15.4		260
35-49	28.3	4.9	18.4	26.5	21.9		283
50-64	39.8	2.3	14.0	16.3	27.6		221
Over 64	69.2	0	0	23.1	7.7		13
Race						.0836	
White	33.6	3.3	17.0	27.8	18.3		813
Nonwhite	46.2	2.3	16.7	13.6	21.2		132

QUESTION: Suppose that your employer gave you a choice of the following options: A. Pay increase of 2 percent (1/50th more than your current income), B. Each workday reduced 10 minutes, C. Shortening of Friday (or any other workday) by 50 minutes, D. Five additional days (1 workweek) of paid vacation each year), E. Earlier retirement by accumulating 7 days each year until retirement. Mark the answer spaces with the letter of the option which best reflects your own preferences: Which option would be your first choice? ( ) Which option would be your second choice? ( ) Which option would be your third choice? ( ) Which option would be your fourth choice? ( )

the pay raise was preferred more frequently over gains of free time. Those at all the higher levels of earning were less likely to choose the pay raise. While there was some moderate variation of tradeoff preferences according to family cycle characteristics, the impact of these variables was surprisingly small and erratic. Although parents of young children expressed a higher-than-average interest in pay over time, persons without children did likewise. Contrary to expectations, time-income choices varied little between single-earner and dual-earner families--an issue which will be discussed more thoroughly later. Age proved to have a fluctuating relationship with tradeoff preferences. Specifically, young respondents, presumably with financial needs, and older workers, presumably saving for retirement, expressed strong interest in pay over time. Finally, women, surprisingly, were slightly more prone to choose the pay raise over added free time.

Digressing slightly, a point might be made about common assumptions concerning tradeoff preferences. An earlier exploratory survey using a 2-percent tradeoff question identical to the one used in the national survey also asked respondents how they thought their co-workers (who also took the survey) would choose among the options. Comparison of the results from these two

74

questions showed that respondents tended to think that their co-workers were far less willing to exchange earnings for time than their direct personal responses revealed. 113/ As such, it is possible that we commonly assume that the interest in trading income for leisure is a good deal less than it is in reality.

Exchanging Potential Income for Alternative Forms of Free Time

A series of questions explored worker interest in exchanging all or part of a potential pay increase for alternative forms of free time. Each question was a paired choice between all or part of a 10 percent pay raise and varying amounts of one of five forms of free time. The five forms of free time included shorter workdays, reduced workweeks, added vacation time, sabbaticals (extended leaves with pay every 6 years), and earlier retirement. The respondents were asked to choose their preference among: the total pay raise, 60 percent of the pay raise and some free time, 30 percent of the pay raise and more free time, or forfeiture of the total pay raise for a maximum amount of a specified form of free time.

---

113. Fred Best, "Preferences on Worklife Scheduling and Work-Leisure Tradeoffs," op.cit., pages 32-33, and Fred Best, "Time-Income Tradeoff and Work Scheduling Preferences," op.cit., pages 10-13.

The responses to these five paired tradeoff questions reveal marked differences in the amount of potential income gains that workers would be willing to forego for alternative forms of free time. At the base line, 73.2 percent would not give up any part of a 10 percent raise for a shorter workday, 56.5 percent would give up no part of the raise for a reduced workweek, a smaller 34.4 and 34.7 percent would not forego any raise for longer vacations or a sabbatical, and 48.6 percent would not give up potential gains in earnings for earlier retirement (table 5). Clearly, more persons would forego some portion of a raise for vacation time and sabbatical leaves. Earlier retirement was valued third, reduced workweeks fourth, and the shorter workday last.

It is interesting to turn the tables around and examine the proportion of respondents claiming themselves willing to forego all of a pay raise for various forms of free time. Curiously, the proportions are reasonably high and roughly equal among all tradeoff options other than that concerning the shorter workday. The vacation option still leads, with 29.4 percent choosing to forego the total pay raise for an additional 25 workdays of paid vacation. The proportion willing to give up all of the pay raise for a workweek reduced by

Table 5

STATED WORKER PREFERENCES TOWARD EXCHANGING ALL OR PORTIONS OF A TEN-PERCENT PAY RAISE FOR ALTERNATIVE FORMS OF FREE TIME
(Percentage Breakdown)

Value of Tradeoff	Reduced Workday Vrs. Raise	Reduced Workweek Vrs. Raise	Added Vacation Vrs. Raise	Sabbatical Vrs. Raise	Earlier Retirement Vrs. Raise
No Part of Raise for Free Time	73.2	56.5	34.4	34.7	48.6
40% of Raise for Free Time	6.7	15.4	31.8	34.2	19.3
70% of Raise for Free Time	4.9	5.3	4.5	8.1	8.3
100% of Raise for Free Time	14.1	22.8	29.4	23.0	23.7
Total Percent	100.0	100.0	100.0	100.0	100.0
Total Respondents	950	952	954	949	952

QUESTIONS:

Workday. Which one of the following choices between a pay raise and a shorter workday would you select? (A) 10% pay raise and no reduction of the workday, (B) 6% pay raise and a 19 minute reduction of each workday, (C) 3% pay raise and a 34 minute reduction of each workday, (D) No pay raise and a 48 minute reduction of each workday.

Workweek. Which one of the following choices between a pay raise and a shorter workweek would you select? (A) 10% pay raise and no reduction of each workweek, (B) 6% pay raise and a 1 2/3 hour reduction of each workweek, (C) 3% pay raise and a 2 4/5 hour reduction of each workweek, (D) No pay raise and a 4 hour reduction of each workweek.

Vacation. Which one of the following choices between a pay raise and a longer paid vacation would you select? (A) 10% pay and no added vacation time, (B) 6% pay raise and 10 workdays of added vacation, (C) 3% pay raise and 17½ workdays added vacation, (D) No pay raise and 25 workdays added vacation.

Sabbatical. What is your choice between a pay raise and an extended leave with pay from work after six years of work? (A) 10% pay raise and no leave time, (B) 6% pay raise and 12 workweeks (60 workdays) paid leave, (C) 3% pay raise and 21 workweeks (105 workdays) paid leave, (D) No pay raise and 30 workweeks (150 workdays) paid leave.

Earlier Retirement. What is your choice between a pay raise and earlier retirement? (A) 10% pay raise and no change in retirement plan, (B) 6% pay raise and 10 workdays earlier retirement for each future year of work, (C) 3% pay raise and 17½ workdays earlier retirement for each future year of work, (D) No pay raise and 25 workdays earlier retirement for each future year of work.

4 hours, a 30-workweek paid sabbatical, or earlier retirement by 25 working days for each future year worked was essentially equal at about 23 percent. Once again, the shorter workday came in as a poor last, with only 14.1 percent willing to give up all of a 10 percent pay raise for 48 minutes off work each day, possibly because most respondents considered a 48-minute reduction of the workday to be inconsequential.

It is noteworthy that the proportion of respondents who were willing to forego all of a pay raise for a shorter workday or reduced workweek was greater than the proportion willing to make lesser exchanges. While this does not in any way alter previous observations that these forms of free time tend to be less popular than others, it once again leads one to speculate that persons who value shorter workdays and reduced workweeks may be willing to make substantial exchanges of earnings for these types of leisure rather than deal with small incremental reductions.

Although most of the tradeoff patterns observed for the total sample hold within subsamples broken down by major social characteristics, some attention is merited for the occasional variations (tables 20, 21, 22, and 23, Appendix IV). Among all the responses to these questions, there was little or only slightly moderate variation of tradeoff choices by socioeconomic group (a composite variable incorporating education, family income, and occupation). Aside from a statistically questionable observation that women may wish to exchange more potential income for shorter workdays and reduced workweeks, their preferences were almost identical to those of men concerning vacations, sabbaticals, and earlier retirement. The tendency to forfeit any portion of a raise for free time appears to decline markedly with age, particularly in the case of the tradeoff dealing with earlier retirement. This suggests that older workers may be more concerned with saving for retirement rather than hastening the date of retirement. There appear to be erratic and uninterpretable variations according to family cycle stage. Finally, respondents in dual-earner families appear to be less willing to forego potential earnings for time than do working respondents with a housekeeping spouse. While this observation can be interpreted with the speculation that working spouses originally sought employment to meet pressing financial needs, the entire topic needs more detailed analysis.

An overview of the American worker's interest in foregoing future raises of income for more free time can be gained from the use of a special composite variable designed to show the maximum portion of pay increases that respondents are willing to give up for any of the five forms of free time studied in this section. 114/ For example, if a respondent would forego only 40 percent of his or her pay raise for four of the five available types of potential free time, and 100 percent for a reduced workweek, that individual could be said to have a maximum tradeoff preference of 100 percent of the raise for one of the five types of free time. If similar computations were made for all respondents in accord with the ways they answered the five questions on time-pay raise tradeoffs, it would be possible to compute a variable which estimates the overall maximum portion of a raise which would be forfeited if workers could choose the type of free time they individually preferred. 115/

Computations of the maximum portion of the 10 percent pay raise that workers would forego for more free time reveals a surprisingly high desire for such

---

114. It should be noted that such a computation of maximum tradeoff preferences does not necessarily measure the true maximum income that a person might forego for time. For example, a person might be willing to give up 70 percent of his or her pay raise for a reduced workweek, but still prefer to forfeit the remaining 30 percent of the raise for added vacation time.

115. A composite variable (MAXTRD1) was developed to estimate the maximum portion of a pay raise that respondents might forfeit for more free time. This variable used a series of computer IF statements to systematically isolate the one or more tradeoffs among the five raise-time questions that had the highest exchange of potential income for time.

time. In overview, only 15.6 percent would give no part of their raise, 25.4 percent would give 40 percent of their raise, 11.6 percent would forego 70 percent of their raise, and a remarkable 48.9 percent would trade the total raise for more time (table 6). Analysis of sample subgroups indicates that: advancing age brings a declining tendency to trade potential income for time; minority group members are less likely than whites to forego portions of a raise for time; clerical workers stand out among occupational groups as particularly willing to give up pay increases for time; and willingness to take smaller raises in trade for time surprisingly increases along with the number of household dependents. Aside from these variations, the general responses for the total sample remain almost monolithic when the data are broken down by selected social characteristics (table 6).

Some speculative computations can demonstrate how actualization of expressed preferences for exchanging portions of pay raises for time could dramatically alter work time conditions within the United States. If American workers were willing and able to make the kinds of exchanges indicated by the 10 percent potential tradeoff responses three times over the next 12 years, the total number of hours worked each year by the

Table 6

MAXIMUM PORTION OF TEN-PERCENT PAY RAISE WHICH WORKERS STATE WILLINGNESS TO FOREGO FOR ANY OF FIVE ALTERNATIVE FORMS OF FREE TIME BY SELECTED SOCIAL CHARACTERISTICS
(Percentage Breakdowns)

Social Characteristics	Nothing for Free Time	40% of Pay Raise for Free Time	70% of Pay Raise for Free Time	100% of Pay Raise for Free Time	Correlation (Pearson r)	Number of Respondents
Total	15.6	25.4	11.6	47.3	NA	955
Occupation					NA	
Prof-Tech	15.6	25.0	10.6	48.9		180
Managerial	20.2	26.9	9.2	43.7		119
Clerical-Sales	11.1	30.2	13.5	45.2		126
Skilled Labor	15.8	21.7	11.3	51.3		240
Operatives-Laborers	15.1	25.9	10.2	48.8		166
Service	17.3	25.5	18.4	38.8		98
Farm	7.7	30.8	7.7	53.8		13
Education					-.0399 (s=.11)	
Some H.S. or Less	19.7	18.7	13.3	48.3		203
High School Degree	14.2	25.2	10.1	50.6		318
Some College	14.4	25.8	13.5	46.3		229
College Degree	12.5	37.5	8.3	41.7		96
Some Graduate School	18.6	27.5	9.8	44.1		102
Total Family Income					.0571 (s=.04)	
Under $4,999	19.0	25.4	11.1	44.4		63
$5,000-$9,999	19.3	24.1	13.8	42.8		145
$10,000-$14,999	14.4	30.3	11.3	44.1		195
$15,000-$19,999	13.1	27.7	12.0	47.1		191
$20,000-$24,999	11.3	20.3	9.8	58.6		133
$25,000-$34,999	17.8	20.6	14.0	47.7		107
Over $34,999	15.3	24.7	8.2	51.8		85
Union Affiliation					NA	
Member	14.4	23.8	9.4	52.5		202
Non-Member	15.7	25.9	12.3	46.2		741
Form of Payment for Work					NA	
Wage	12.9	26.3	12.2	48.6		449
Salary	17.7	27.8	10.1	44.3		345
Other	17.9	17.3	13.5	51.3		156
Hours Worked Weekly					.0076 (s=.41)	
Under 34	13.1	25.3	12.6	49.0		198
35-39	16.7	35.2	14.7	33.3		102
40-44	16.2	25.1	12.3	46.3		438
Over 44	16.1	21.7	7.8	54.4		217
Major Activity of Spouse						
Men					NA	
Not Married	13.9	17.5	14.6	54.0		137
Working Full-time	17.1	24.1	7.6	51.3		158
Working Part-time	23.2	21.7	11.6	43.5		69
Unemployed & Off-Job	17.6	5.9	14.7	61.8		34
Keeping House & Other	15.9	27.5	7.2	49.3		207
Women					NA	
Not Married	16.4	25.0	14.7	44.0		116
Working Full-time	13.3	33.7	16.0	37.0		181
Working Part-time	9.1	45.5	9.1	36.4		11
Unemployed & Off-Job	13.3	20.0	20.0	46.7		15
Keeping House & Other	7.7	23.1	7.7	61.5		13
Sex					NA	
Men	16.4	22.8	9.8	51.0		614
Women	14.1	30.2	15.0	40.8		341
Marital Status					NA	
Single	14.2	23.0	18.0	44.8		183
Married	15.5	27.2	10.3	47.0		659
Div-Sep-Widowed	18.5	18.5	9.3	53.7		108
Number of Dependents					-.0316 (s=.17)	
None	16.5	21.4	12.7	49.4		393
One	[illegible]	26.5	9.5	48.1		189
Two	[illegible]	25.7	12.6	45.5		191
Three	[illegible]	33.3	11.4	41.9		105
Four or More	12.2	32.4	9.5	45.9		74
Age of Youngest Child					.0220 (s=.25)	
No Children	16.5	22.5	10.8	50.1		369
Under 5 Years	16.3	33.2	11.2	39.3		196
5-9 Years	15.7	29.9	10.2	44.1		127
10-14 Years	12.7	22.0	12.7	52.5		118
Over 14 Years	14.4	22.5	14.4	48.6		111
Age					.0098 (s=.38)	
Under 25	10.5	28.1	22.2	34.2		171
25-34	14.2	31.9	8.5	45.4		260
35-49	15.1	22.1	11.6	51.2		285
50-64	20.5	21.0	8.0	50.4		224
Over 64	38.5	7.7	0	53.8		13
Race					NA	
White	14.5	25.8	10.6	49.0		818
Nonwhite	22.0	24.2	18.2	35.6		132

NOTE: Maximum potential income-time tradeoff choice determined by computation of a composite variable (MAXTRD1) which reports the highest proportion of a potential ten-percent pay raise that each respondent states a willingness to exchange for any of five forms of potential gains of free time. For example, a respondent who states a desire to exchange 70% of a ten-percent pay raise for a shorter workday, 40% of the raise for a reduced workweek, 40% for added vacation, 40% for an extended paid leave of absence (sabbatical), and no portion of the pay raise for earlier retirement would have a maximum potential tradeoff (MAXTRD1) score of 70% of pay raise because the shorter workday choice elicited the highest exchange of all the available choices.

average worker would decline from 1,910 in 1978 116/ to 1,517 hours in 1990. 117/ This would mean that the average worker might have a 6-hour workday, or a 30-hour workweek, or a 10-week paid vacation each year, or a 62-week sabbatical every 6 years, or one-quarter year earlier retirement for every future year worked, or some combination of these options. Presumably, the bulk of such free time gains would be preferred in the form of vacations and sabbaticals, with lesser amounts of potential income gains foregone for earlier retirement, reduced workweeks, and shorter workdays.

---

116. It is estimated that the average U. S. employee has a 39-hour workweek, with about 2 weeks annual vacation, and 5 holidays each year. The average workweek was estimated by interpolation of May 1978 data showing the distribution of weekly workhours among the work force. John Owen, "Worktime: The Traditional Workweek and Its Alternatives," Draft Chapter, 1979 Employment and Training Report of the President, U. S. Department of Labor, page 3; data cited from Employment and Earnings, June 1978. Vacation and holiday figures were roughly estimated on the basis of a 1977 survey on working conditions, allowing extra days for non-paid vacation and holidays. Robert Quinn and Graham Staines, The 1977 Quality of Employment Survey: Descriptive Statistics, Institute for Social Research, University of Michigan, Ann Arbor, 1978, Table 5.9.

117. The average maximum proportion of a 10 percent pay raise that survey respondents would forego for any of five forms of free time was computed to be 65.6 percent, which was equal in value to 131.2 hours of added free time each year for the average worker. This sum of 131.2 hours was subtracted from the average 1978 workyear of 1,910 hours to obtain 1,778.9 hours. This was once again reduced by the time value of 65.6 percent of a 10 percent raise to obtain 1,663.3 hours a year, which was reduced a third time in similar fashion to obtain 1,555.2 hours of work a year. Thus, three exchanges of 65.6 percent of a 10 percent pay raise over one 12-year time period would lead to a reduction of 354.8 hours of work each year.

Of course, the extent and nature of the potential tradeoff preferences suggested by the survey data might not stay constant over the next several years. Social changes could shift time-income tradeoff preferences toward greater or lesser exchanges. More important, major gains in the forms of leisure which are now most popular may alter the utility of continued reductions of work time. For example, widespread attainment of 8 weeks annual vacation might greatly attenuate interest in further vacation gains, thus causing an overall reduction in the desire to forego potential income for time or a realignment of interests toward other forms of free time such as the reduced workweek. Regardless of the long-range possibilities, it must be said that the stated survey responses dealing with potential time-income tradeoffs suggest that American workers may be willing to forego major portions of future economic growth for more free time.

Exchanging Current Income for Alternative Forms of Free Time

Up to this point, this report has focused on the exchange of potential gains in income for time. However, it is also plausible that current earnings might be traded for more time. To explore this dimension of the time-income tradeoff issue, another series of questions pitted current income in paired choices against varying amounts of the same five forms of free time used in the previous potential tradeoff questions. However, unlike the previous series, the degree of possible exchange varied from question to question. The reason for this is that the maximum portion of current income that respondents may give up for time may vary among different types of potential free time. For example, it is quite plausible that workers may wish to trade as much as 50 percent of current earnings for a drastically reduced workweek or workday, but almost unthinkable that many would forego half of their current income for a 6-year sabbatical every six years.

As in the case of the exchanges between a pay raise and various forms of free time, tradeoff preferences dealing with current earnings varied considerably in accord with the type of free time to be gained. In every paired choice, the majority of respondents were unwilling to give up any of their current pay for each of the five types of potential free time. Specifically, only 23.0 percent would trade some income for a shorter workday, 26.2 percent would forfeit earnings for a reduced workweek, 42.2 percent would give up pay for more paid vacation, 42.1 percent would exchange some income for a sabbatical leave, and 36.0 percent would forego earnings for earlier retirement (table 7).

Table 7

STATED WORKER PREFERENCES TOWARD EXCHANGING PORTIONS OF CURRENT INCOME FOR ALTERNATIVE FORMS OF FREE TIME

(Percentage Breakdown)

Value of Tradeoff	Shorter Workday Vs. Pay	Reduced Workweek Vs. Pay	Added Vacation Vs. Pay	Sabbatical Leave Vs. Pay	Earlier Retirement Vs. Pay
Nothing for Time	77.0	73.8	57.8	57.9	64.0
2% of Pay for Time	8.7	11.6	23.2	24.4	17.6
5% of Pay for Time	5.8	-	8.5	8.0	8.1
10% of Pay for Time	-	7.6	6.2	4.8	5.9
12% of Pay for Time	5.5	-	-	-	-
15% of Pay for Time	-	-	-	4.8	-
20% of Pay for Time	-	4.5	2.2	-	4.4
30% of Pay for Time	1.6	-	-	-	-
33% of Pay for Time	-	-	2.0	-	-
40% of Pay for Time	-	.9	-	-	-
50% of Pay for Time	1.5	1.6	-	-	-
Total Percent	100.0	100.0	100.0	100.0	100.0
Total Respondents	954	953	952	951	951

QUESTIONS:

Workday. What is the largest portion of your current yearly income that you would be willing to give up for shorter workdays? (A) Nothing, (B) 2% (1/50th) of your income for 10 minutes off each workday, (C) 5% (1/20th) of your income for 25 minutes off each workday, (D) 12% (1/8th) of your income for 1 hour off each workday, (E) 30% of your income for 2 hours off each workday, (F) 50% (1/2) of your income for 4 hours off each workday.

Workweek. What is the largest portion of your current yearly income that you would be willing to give up for shorter workweeks? (A) Nothing, (B) 2% (1/50th) of your income for 50 minutes off 1 workday a week, (C) 10% (1/10th) of your income for 4 hours off 1 workday a week, (D) 20% (1/5th) of your income for 1 full workday off each week, (E) 40% (4/10ths) of your income for 2 full workdays off each week, (F) 50% (1/2) of your income for 2 full workdays off each week.

Vacation. What is the largest portion of your current yearly income that you would be willing to give up for more paid vacation time? (A) Nothing, (B) 2% (1/50th) of your income for 5 workdays added paid vacation each year, (C) 5% (1/20th) of your income for 12½ workdays added paid vacation each year, (D) 10% (1/10th) of your income for 25 workdays added paid vacation each year, (E) 20% (1/5th) of your income for 50 workdays added paid vacation each year, (F) 33% (1/3rd) of your income for 87½ workdays (17½ workweeks) added paid vacation each year.

Sabbatical. What is the largest portion of your current yearly income that you would be willing to give up in exchange for an extended leave without pay every seventh year? (A) Nothing, (B) 2% (1/50th) of your yearly income for 7 workweeks paid leave after six years of work, (C) 5% (1/20th) of your income for 17½ workweeks paid leave after six years of work, (D) 10% (1/10th) of your income for 35 workweeks paid leave after six years of work, (E) 15% (3/20ths) of your income for 52 workweeks (1 workyear) paid leave after six years of work.

Earlier Retirement. What is the largest portion of your current yearly income that you would be willing to give up in exchange for earlier retirement? (A) Nothing, (B) 2% (1/50th) of your income for earlier retirement at a rate of 5 workdays for every year worked until retirement, (C) 5% (1/20th) of your income for earlier retirement at a rate of 12½ workdays for every year worked until retirement, (D) 10% (1/10th) of your income for earlier retirement at a rate of 25 workdays for every year worked until retirement, (E) 20% (1/5th) of your income for earlier retirement at a rate of 50 workdays for every year worked until retirement.

NOTE: Column spaces are frequently blank for many tradeoff options because questions dealing with different forms of free time did not always have parallel exchange options.

Although responses to questions concerning current tradeoffs are not directly comparable, there are very slight indications that the maximum portion of income that respondents may be willing to forego for time varies according to the form of potential free time. For example, some 3.1 percent of respondents would give up 30 or 50 percent of their earnings for a significantly shorter workday, and 2.5 percent would give up 40 to 50 percent for a greatly reduced workweek. In contrast, 2.0 percent would give up as much as 33 percent of current income for more vacation, 4.8 percent selected the maximum option of 15 percent of earnings for a sabbatical leave, and 4.4 percent chose the maximum 20 percent exchange for earlier retirement (table 7). While the incompatibility of tradeoff scales and the questionable statistical reliability of differences among these responses make interpretation highly speculative, there is some reason to suggest that shorter workdays and reduced workweeks elicit a willingness to exchange larger proportions of income than other forms of free time. However, these differences are not dramatic, and the impact of free time scheduling on maximum exchange levels requires further assessment through more precise questions and breakdowns of responses by key social characteristics.

Breakdowns of current tradeoff responses dealing with shorter workdays are particularly interesting because they deal with the type of free time most likely to ease the time pressures of the growing number of dual-earner families. Bivariate breakdowns of responses to this question by family cycle and sex role characteristics provide somewhat puzzling results. There was little variation according to sex; respondents with no children were more willing to exchange income for shorter workdays than those with children; and respondents in dual-earner families were--as expected--more willing to give up money for reductions of the workday than workers in single-earner families (table 8).

More detailed analysis clarifies many of the relationships between family cycle and sex role characteristics with tradeoff choices concerning shorter workdays. A multivariate table breaking down these tradeoff preferences by sex, age of youngest child, and major activity of spouse suggests that the desire for a shorter workday varies over the family cycle and in accordance with the working arrangements of spouses (table 9).

Single persons without children were more prone than other groups to trade income for shorter workdays, but this is likely to be the result of the financial and temporal discretion that accompanies their stage of life. While the limited number of working respondents from

Table 8

WORKER PREFERENCES AMONG GRADUATED TRADEOFFS BETWEEN CURRENT INCOME AND SHORTER WORKDAYS BY SOCIAL CHARACTERISTICS
(Percentage Breakdowns)

Social Characteristics	Nothing	2% of Pay for 10 Min. Off Wkday	5% of Pay for 25 Min. Off Wkday	12% of Pay for 1 Hour Off Wkday	30% of Pay for 2½ Hrs. Off Wkday	50% of Pay for 4 Hrs. Off Wkday	Correlation (Pearson r)	Number of Respondents
Total	77.0	8.7	5.8	5.5	1.6	1.3	NA	954
Occupation							NA	
Prof-Tech	77.8	6.1	6.1	6.7	2.8	.6		180
Managerial	80.7	5.9	5.0	4.2	1.7	2.5		119
Clerical-Sales	78.6	7.1	4.0	10.3	0	0		126
Skilled Labor	75.8	11.3	5.0	4.6	1.7	1.7		240
Operatives-Laborers	73.9	9.1	8.5	4.8	1.8	1.8		165
Service	72.4	13.3	7.1	3.1	1.0	3.1		98
None	100.0	0	0	0	0	0		13
Education								
Some H.S. or Less	73.8	12.9	5.9	5.0	1.0	2.5	-.0544 (p=.08)	202
High School Degree	75.8	10.4	5.7	4.4	1.9	1.9		318
Some College	78.6	5.2	6.1	7.4	1.8	.9		229
College Degree	80.2	7.3	4.2	7.3	1.0	0		96
Some Graduate School	84.3	4.9	3.9	3.9	2.0	1.0		103
Total Family Income								
Under $4,999	77.4	9.7	3.2	4.8	0	4.8	.0600 (p=.07)	62
$5,000-$9,999	76.6	11.0	5.5	4.8	.7	1.4		145
$10,000-$14,999	79.5	6.2	6.7	5.1	1.5	1.0		195
$15,000-$19,999	79.6	11.0	5.2	3.1	1.0	0		191
$20,000-$24,999	78.2	8.3	4.5	5.3	2.3	1.5		133
$25,000-$34,999	74.8	5.5	6.5	7.5	2.8	1.9		107
Over $34,999	70.6	4.7	8.2	9.4	3.5	3.5		85
Union Affiliation							NA	
Member	77.2	9.9	4.5	6.4	.5	1.5		202
Non-Member	77.0	8.5	6.1	5.1	1.9	1.4		740
Form of Payment for Work							na	
Wages	72.8	10.3	6.9	6.5	1.6	2.0		448
Salary	83.2	6.7	4.6	3.5	1.4	.6		345
Other	75.0	9.0	5.0	7.0	2.0	2.0		136
Hours Worked Weekly							NA	
Under 34	70.7	8.1	8.1	6.1	4.5	2.5		198
35-39	76.5	11.8	3.9	4.9	0	2.9		102
40-44	78.5	9.2	5.9	5.0	.9	.5		437
Over 44	80.2	6.9	4.1	6.0	.9	1.8		217
Major Activity of Spouse								
Men							NA	
Not Married	74.5	8.0	8.8	5.8	.7	2.2		137
Working Full-time	82.3	5.1	1.9	7.0	1.3	2.5		150
Working Part-time	76.8	11.6	5.8	2.5	1.4	1.4		69
Unemployed & Off-Job	73.5	17.6	8.8	0	0	0		34
Keeping House	81.2	5.8	5.8	5.3	1.0	1.0		307
Women								
Not Married	76.5	9.6	6.1	4.3	1.7	1.7		115
Working Full-time	71.3	10.5	7.7	6.1	3.3	1.1		181
Working Part-time	72.7	18.2	0	0	9.1	0		11
Unemployed & Off-Job	86.7	6.7	0	6.7	0	0		15
Keeping House	69.2	15.4	7.7	7.7	0	0		13
Sex							NA	
Men	78.8	7.8	5.4	5.4	1.0	1.6		614
Women	73.8	10.3	6.5	5.6	2.6	1.2		340
Marital Status							NA	
Single	73.8	8.2	9.8	6.0	1.1	1.1		183
Married	77.7	9.0	5.0	5.2	1.8	1.4		659
Div-Sep-Widowed	79.4	8.4	3.7	4.7	.9	2.8		107
Number of Dependents								
None	74.0	7.9	6.9	6.6	2.3	2.3	-.0700 (p=.03)	392
One	78.3	9.0	4.2	6.3	1.1	1.1		189
Two	81.2	7.9	6.3	3.1	.5	1.0		191
Three	81.9	10.5	1.9	4.8	0	1.0		105
Four or More	73.0	10.8	8.1	4.1	4.1	0		74
Age of Youngest Child								
No Children	74.7	7.6	6.3	7.1	1.9	2.4	-.0567 (p=.08)	368
Under 5 Years	83.2	5.1	5.6	3.6	2.0	.5		196
5-9 Years	73.2	12.6	10.2	3.1	.8	0		127
10-14 Years	74.6	11.0	2.5	7.6	1.7	2.5		118
Over 14 Years	81.1	10.8	2.7	4.5	0	.9		111
Age								
Under 25	71.9	7.6	10.5	7.0	1.8	1.2	-.0322 (p=.32)	171
25-34	78.5	9.2	6.2	3.8	1.2	1.2		260
35-49	76.1	10.2	4.9	6.3	1.4	1.1		284
50-64	81.3	7.1	2.7	4.9	2.2	1.8		224
Over 64	61.5	7.7	7.7	7.7	0	15.4		13
Race							NA	
White	80.1	8.6	5.8	5.5	1.7	1.2		817
Nonwhite	77.3	9.8	5.3	3.8	.8	3.0		132

QUESTION: What is the largest portion of your current yearly income that you would be willing to give up for shorter workdays? Just call off the number that applies: (A) Nothing, (B) 2% (1/50th) of your income for 10 minutes off each workday, (C) 5% (1/20th) of your income for 25 minutes off each workday, (D) 12% (1/8th) of your income for 1 hour off each workday, (E) 30% (3/10ths) of your income for 2½ hours off each workday, (F) 50% (½) of your income for 4 hours off each workday.

Table 9

WORKER PREFERENCES TOWARD EXCHANGING CURRENT INCOME FOR SHORTER WORKDAYS BY SEX, MAJOR ACTIVITY OF SPOUSE AND AGE OF YOUNGEST CHILD

(Percentage Breakdown)

Tradeoff Preferences by Sex	Not Married				Working Spouse				Spouse Keeps House or Other			
	No Child	Youngest Child Under 6	Youngest Child 6-14 Yr.	Youngest Child Over 14	No Child	Youngest Child Under 6	Youngest Child 6-14 Yr.	Youngest Child Over 14	No Child	Youngest Child Under 6	Youngest Child 6-14 Yr.	Youngest Child Over 14
Men												
Nothing	70.0	88.9	100.0	60.0	77.3	87.0	79.2	81.5	75.8	87.5	73.8	86.1
2% of Pay for 10 Min. Off	8.7	0	0	40.0	6.1	2.2	9.1	11.1	10.6	5.6	8.2	5.6
5% of Pay for 25 Min. Off	8.7	11.1	0	0	1.5	2.2	6.5	0	6.1	4.2	8.2	5.6
12% of Pay for 1 Hour Off	7.8	0	0	0	10.6	4.4	3.9	3.7	6.1	1.4	6.6	2.8
30% of Pay for 2½ Hrs. Off	1.0	0	0	0	0	4.3	0	0	1.5	1.4	0	0
50% of Pay for 4 Hrs. Off	2.9	0	0	0	4.5	0	1.3	3.7	0	0	3.3	0
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of Respondents	(103)	(9)	(15)	(5)	(66)	(46)	(77)	(27)	(66)	(72)	(61)	(36)
Women												
Nothing	76.4	90.0	63.2	80.0	75.0	71.7	63.1	82.1	76.9	83.3	100.0	33.3
2% of Pay for 10 Min. Off	5.6	10.0	26.3	10.0	5.0	7.5	16.9	10.7	15.4	0	0	33.3
5% of Pay for 25 Min. Off	8.3	0	5.3	0	5.0	11.3	7.7	3.6	7.7	0	0	0
12% of Pay for 1 Hour Off	4.2	0	5.3	10.0	5.0	5.7	7.7	3.6	0	16.7	0	0
30% of Pay for 2½ Hrs. Off	2.8	0	0	0	7.5	1.9	4.6	0	0	0	0	0
50% of Pay for 4 Hrs. Off	2.8	0	0	0	2.5	1.9	0	0	0	0	0	0
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of Respondents	(72)	(10)	(19)	(10)	(40)	(53)	(65)	(28)	(13)	(6)	(6)	(3)

QUESTION: What is the largest portion of your current yearly income that you would be willing to give up for shorter workdays? (A) Nothing (B) 2% (1/50) of your income for 10 minutes off each workday (C) 5% (1/20) of your income for 25 minutes off each workday (D) 12% (1/8) for 1 hour off each workday (E) 30% (1/3) of your income for 2½ hours off each workday (F) 50% (1/2) of your income for 4 hours off each workday.

single-parent households makes responses from this group unreliable, survey responses suggest that pressing financial needs reduce their willingness to forego earnings for shorter workdays, despite the likelihood that they confront overwhelming time pressures.

The impact of changing family patterns on the desire to trade income for shorter workdays can best be evaluated by examining married respondents by age of youngest child, work activity of spouse, and sex. While the preference for money over time increased during the early and middle child-raising years, the desire to exchange income for shorter workdays did not differ appreciably between married men from either dual-earner or single-earner households. Although it might be expected that higher financial discretion within dual earner families might encourage greater tradeoffs, it is possible that resistance about sharing household responsibilities, coupled with the low popularity of this form of free time, might nullify willingness to forego income for shorter workdays. Contrary to the responses of men, working women from dual-earner households demonstrated an increased interest in foregoing income for shorter workdays during the early and middle stages of the child-raising cycle. Interestingly, women in this group who had children aged 6 to 14 years were more prone to make tradeoffs for the shorter workday than those with pre-school children under 6 years of age. Presumably, these responses can be attributed to the fact that many women tend to withdraw completely from the labor force during the early child-raising years unless they have full-time career commitments or pressing financial needs. Thus, the women returning to the work force after the youngest child reaches school age might be expected to prefer workhours that coincide with the school schedules of their children.

Aside from the impact of family cycle and sex role factors, willingness to forego income for shorter workdays varied little by other social characteristics (table 8). There was some variation by age, but this can likely be explained primarily by family cycle factors. Although the number of working respondents over age 64 was too small to attribute statistical reliability to their views, it is interesting to note that they were the least willing of all age groups to give up earnings for shorter workdays. Somewhat surprisingly, the preference for shorter workdays declined as reported length of respondent workweeks increased. In overview, multivariate analysis controlling for the impact of seven key variables confirmed the prominence of the family cycle as the strongest predictor of shorter workday tradeoff preferences, and indicated that the relative influence of other variables in order of impact to be length of workweek, age, race, socioeconomic group, sex, and union affiliation (table 24, Appendix IV).

As already noted, the desire to trade current income for a reduced workweek was low, but still higher than interest in the shorter workday. These preferences varied little by major social characteristics. Respondents in professional occupations, who typically work long hours, had more than average interest in the reduced workweek. As might be expected, willingness to exchange income for a reduced workweek increased as the reported length of the respondents' workweek rose. Finally, worker interest in a reduced workweek declined with age (table 25, Appendix IV).

Willingness to exchange earnings for vacation is particularly interesting because this form of free time, along with sabbaticals, clearly proved to be the most popular of potential gains of leisure. Some 42.1 percent of the sample reported that they would forego 2 percent or more of their current income for more paid vacation, and some 10.4 percent stated a willingness to exchange 10 percent or more of earnings for significant gains in vacation time.

While responses to the income-vacation tradeoff question varied somewhat by social characteristics, the basic pattern of responses held for all major social groups (table 10). Among occupational groups, operatives, service workers, and laborers evidenced stronger than average desire for longer vacations, while managers, skilled laborers, and farmworkers had less than average interest. Interestingly, a relatively large 10.2 percent of service workers would trade 20 or 33 percent of their pay for greatly extended vacations. The desire for more vacation rose slightly along with level of educational attainment and income. Conversely, interest in forfeiting earnings for vacation declined slightly as the number of dependents rose, and fell considerably with the rise of weekly workhours and age. In the case of age, it is likely that older workers already have the long vacations that accompany seniority job status.

Contrary to claims that women prefer shorter workdays and weeks while men prefer extended time away from work, women exhibited a significantly larger interest in foregoing earnings for vacation than did men. Further, the desire for vacation relative to earnings was higher for respondents from dual-earner families than for those from single-earner households; and the value of vacation curiously declined with increases in the age of youngest child. In the latter case, it may be that children over age 6 are more reluctant to accompany parents on vacations because of the separation it causes from peers.

Table 10

WORKER PREFERENCES AMONG GRADUATED TRADEOFFS BETWEEN CURRENT INCOME AND ADDED VACATION BY SOCIAL CHARACTERISTICS
(Percentage Breakdown)

Social Characteristics	Nothing	2% of Pay for 5 Days Vacation	5% of Pay for 12½ Days Vac.	10% of Pay for 25 Days Vacation	20% of Pay for 50 Days Vacation	33% of Pay for 87½ Days Vac.	Correlation (Pearson r)	Number of Respondents
Total	57.9	23.2	8.5	6.2	2.2	2.0	NA	952
Occupation							NA	
Prof-Tech	55.3	24.6	7.8	8.4	1.1	2.8		179
Managerial	63.7	17.6	10.9	.8	3.4	3.4		119
Clerical-Sales	56.3	28.6	4.0	6.7	2.4	0		126
Skilled Labor	61.1	23.8	7.5	6.3	.8	.4		239
Operatives-Laborers	53.9	20.0	13.9	6.7	2.4	3.0		165
Service	49.0	27.6	8.2	5.1	6.1	4.1		98
Farm	92.3	7.7	0	0	0	0		13
Education							.0076	
Some H.S. or Less	63.2	18.4	6.5	7.0	2.0	2.0	(p=.82)	201
High School Degree	58.2	22.6	8.8	5.3	2.2	2.8		318
Some College	51.3	25.4	11.8	7.0	3.1	1.3		228
College Degree	58.3	26.0	6.3	5.2	2.1	2.1		96
Some Graduate School	58.8	27.5	4.9	6.9	1.0	1.0		102
Total Family Income							.0513	
Under $4,999	59.7	22.6	4.8	3.2	4.8	4.8	(p=.12)	62
$5,000-$9,999	57.6	19.4	14.6	3.5	4.2	.7		144
$10,000-$14,999	59.8	25.3	7.2	4.6	1.0	2.1		194
$15,000-$19,999	59.7	26.2	6.3	5.2	1.0	1.6		191
$20,000-$24,999	53.4	27.1	6.0	9.0	2.3	2.3		133
$25,000-$34,999	58.9	17.8	10.3	8.4	2.8	1.9		107
Over $34,999	52.9	22.4	10.6	10.6	1.2	2.4		85
Union Affiliation							NA	
Member	62.7	17.4	10.4	5.5	1.0	3.0		201
Non-Member	56.4	24.9	8.1	6.4	2.6	1.6		739
Form of Payment for Work							NA	
Wage	55.9	23.9	9.8	6.3	2.0	2.0		447
Salary	59.4	24.9	7.0	4.3	2.6	1.7		345
Other	60.0	16.8	8.4	10.3	1.9	2.6		155
Hours Worked Weekly							-.0757	
Under 34	47.5	26.8	9.6	10.1	2.5	3.5	(p=.02)	198
35-39	61.8	24.5	6.9	6.9	0	0		102
40-44	60.6	21.8	7.8	5.0	2.5	2.3		436
Over 44	60.2	22.2	9.7	4.6	2.3	.9		216
Major Activity of Spouse							NA	
Men								
Not Married	50.4	24.8	10.9	6.6	2.2	5.1		137
Working Full-time	62.7	17.7	10.1	5.1	2.5	1.9		158
Working Part-time	55.1	30.4	4.3	5.8	2.9	1.4		69
Unemployed & Off-Job	50.0	26.5	11.8	11.8	0	0		34
Keeping House	71.2	15.1	7.3	3.4	2.0	1.0		205
Women								
Not Married	54.8	26.1	6.1	7.0	3.5	2.6		115
Working Full-time	45.3	33.7	9.9	7.7	1.7	1.7		181
Working Part-time	63.6	27.3	0	9.1	0	0		11
Unemployed & Off-Job	80.0	6.7	13.3	0	0	0		15
Keeping House	84.6	7.7	0	7.7	0	0		13
Sex							NA	
Men	61.1	20.3	8.5	5.9	2.1	2.1		612
Women	52.1	28.5	8.5	6.8	2.4	1.8		340
Marital Status							NA	
Single	45.4	27.9	13.7	8.7	2.2	2.2		183
Married	60.0	22.8	7.9	5.8	2.1	1.4		657
Div-Sep-Widowed	66.3	18.7	2.8	3.7	2.8	5.6		107
Number of Dependents							-.1116	
None	54.9	22.6	9.7	7.4	2.1	3.3	(p=.00)	390
One	52.4	25.9	10.6	5.8	3.2	2.1		189
Two	62.8	26.2	4.2	4.2	2.1	.5		191
Three	67.6	18.1	8.6	3.8	1.9	0		105
Four or More	63.5	18.9	8.1	8.1	1.4	0		74
Age of Youngest Child							-.0718	
No Children	54.9	22.7	9.8	7.4	2.2	3.0	(p=.03)	366
Under 5 Years	58.2	25.0	8.2	5.1	2.6	1.0		196
5-9 Years	55.9	27.6	11.0	3.1	2.4	0		127
10-14 Years	61.0	22.0	4.2	9.3	2.5	.8		118
Over 14 Years	64.9	19.8	7.2	5.4	.9	1.8		111
Age							-.1217	
Under 25	39.2	35.7	14.0	8.8	1.2	1.2	(p=.00)	171
25-34	53.1	25.0	10.8	5.4	2.7	2.3		260
35-49	63.4	20.1	7.0	6.0	2.4	1.1		284
50-64	70.7	15.8	3.6	5.4	2.3	2.3		222
Over 64	61.5	0	7.7	7.7	0	23.1		13
Race							NA	
White	56.9	24.7	8.5	6.3	2.1	1.6		815
Nonwhite	65.2	15.2	6.8	5.3	3.0	4.6		132

QUESTION: What is the largest portion of your current yearly income that you would be willing to give up in exchange for more paid vacation time? Just call off the letter that applies: (A) Nothing, (B) 2% (1/50th) of your income for 5 workdays added paid vacation each year, (C) 5% (1/20th) of your income for 12½ workdays added paid vacation each year, (D) 10% (1/10th) of your income for 25 workdays added paid vacation each year, (E) 20% (1/5th) of your income for 50 workdays (10 workweeks) added paid vacation each year, (F) 33% (1/3rd) of your income for 87½ workdays (17½ workweeks) added paid vacation each year.

The fact that vacations were valued highly by women and respondents at the peak of family cycle responsibilities raises an interesting question. If longer vacations and the forfeiture of income for such free time would be of little help in relieving the financial and time pressures of home care and child raising, why do those who are most affected by such family needs exhibit relatively high interest in exchanging income for vacation time? The most plausible answer lies with the distinctions that are often made between "leisure" and "non-market work." Briefly, all time off the job is not used for the recreational and self-enriching activities that one commonly associates with "leisure." Much non-job time is spent on "non-market work" such as paying bills, cleaning house, and preparing meals--for which no monetary payment is received. 118/ For the most part, the shorter workday which many persons claim is necessary for family well-being falls into the category of "non-market work," while vacation probably approaches the category of pure "leisure." In view of this distinction, it is plausible to suggest that many

---

118. Gary Becker, "A Theory of the Allocation of Time," The Economic Journal, September 1965, pages 493-517; Edward Kalachek, op.cit., page 2; and Juanita Kreps, "Some Time Dimensions of Manpower Policy," in Eli Ginzberg (Editor), Jobs for Americans, Prentice-Hall, Englewood Cliffs, N. J., 1976, pages 197-202.

persons of both sexes evidence a stronger desire for vacation over shorter workdays and weeks, not because such time is necessary or good for their families, but because they simply want real "leisure." Indeed, this may be particularly true of dual-earner families confronting the peak demands of child raising. Such persons are pushed and battered in an almost ceaseless treadmill of job and family duties, and it is not surprising that they are willing to make significant monetary and non-monetary tradeoffs to escape for some extended period to a different pace of life.

Multivariate analysis on the total sample and selected subsamples further confirms the impact of selected social characteristics on income-vacation choices (table 26, Appendix IV). Most notably, age consistently appears as the major predictor among seven variables, further suggesting that the long vacations accompanying job seniority are likely to reduce the utility of additional vacation time. For the total sample, the predictors in order of impact on vacation-income choices were age, family cycle stage, length of workweek, socioeconomic group, union affiliation, sex, and race. Among a subsample of men, family cycle stage, age, and race were the leading predictors in order of impact--with the advancement of the family cycle stage reducing the desire for vacation. Among a subsample of women, age had the greatest influence as a predictor, followed by length of the workweek and socioeconomic group. Analysis within subsamples broken down by presence and age of children was not always statistically reliable, but reaffirmed the importance of age, socioeconomic group, and length of workweek as influential determinants of income-vacation exchange preferences. While most of these computations were statistically reliable, the variation of tradeoff preferences explained by the seven selected predictor variables was modest. For the most part, the results serve only to confirm the importance of age and the overall progression of the family cycle stage 119/ as factors which reduce willingness to forego earnings for vacation time.

The desire to exchange some portion of current pay for a sabbatical (extended leave with pay every six years) was almost identical to the vacation-income tradeoff preferences. Some 42.1 percent of the sample was willing to forego 2 percent or more of their current earnings for both added vacation time and sabbatical leaves. Breakdowns by social characteristics were only

---

119. It should be noted that the composite family cycle stage variable (FACYCLE) was used as an independent variable because it allowed the consolidation of marital status, age of youngest child, and number of dependents into a roughly ordinal progression of stages. However, the rise and decline of child-care responsibilities incorporated into this variable give it a curvilinear nature which makes it, at best, marginally acceptable as an independent variable.

slightly different from those concerning vacation time (table 27, Appendix IV). Indeed, the only notable differences were that farmers, respondents in the highest income bracket (over $34,999), and those who were widowed or divorced were more favorably disposed toward sabbaticals than vacations. It is also interesting, but statistically insignificant, that those workers over age 64 were less disposed to the sabbatical than other age groups--presumably because they were on the verge of retirement and, therefore, had little interest in extended time away from work.

The popularity of the sabbatical is something of a surprise. The concept is hardly known, let alone practiced, outside of academia. Thus, it must appear as rather strange and exotic to the average American. For this reason, it is noteworthy that so many workers stated a willingness to forego income for this type of free time. Of course, there are many appealing aspects to the sabbatical. With the possible exception of extremely long vacations, the sabbatical represents a form of free time that allows people to accomplish things that might otherwise be very difficult or impossible. In short, it provides an opportunity for a prolonged and total break from daily and yearly routines. Such prolonged leaves could be used for any number of purposes, including returning full-time to school, care of young children, entrepreneurial business efforts, initiation of a new career, construction of a house, or simply a period to reassess one's life. Additionally, the almost total absence of sabbaticals within American society may give this form of free time extremely high utility when compared to other types of work time reductions. Correspondingly, there may be something of a novelty appeal to the concept which could decline if the idea receives more discussion and application in the future. In any event, the popularity of the sabbatical in the face of its almost total absence must be viewed as another indication that the work time preferences of many Americans are significantly at variance with reality.

The willingness of working respondents to forego current income for earlier retirement was reasonably high, with 36.0 percent choosing to give up some earnings for this option. As might be expected, respondents within the more physically demanding occupations (operatives, service workers, and skilled laborers) were more prone to make this exchange than persons in other occupations. Men were also more prone than women to make tradeoffs for earlier retirement, as were persons who worked long weekly hours and those with lower levels of education. Notably, interest in early retirement declined with the advancement of age.

Otherwise, income-retirement tradeoff preferences varied little when respondents were broken down by union affiliation, age of children, work activity of spouse, and race (table 28, Appendix IV). However, it must be emphasized that these responses may be biased by self-selection factors. Specifically, persons over age 50 who wish to retire early may already have done so, thus leaving a disproportionate number of respondents who do not value earlier retirement in the subsample of older workers. Clearly, the issue of early retirement preferences must be examined with other types of samples.

As in the case of the earlier pay raise tradeoffs, an overview of the maximum amount of current income that American workers may exchange for time can be approximated 120/ by the computation of a composite variable which shows the highest percentage of earnings that each respondent will give up for any of the five forms of free time that were studied. Thus, if a respondent states a willingness to forego 15 percent of current pay for a sabbatical and less than that amount for all other forms of free time, he or she is recorded as having a

---

120. It should be noted that such a computation of maximum tradeoff preferences does not necessarily measure the true maximum income that a person might forego for time. For example, a person might be willing to give up 10 percent of his or her pay for a reduced workweek, but still prefer to forfeit another 10 percent of current income for added vacation time--thus, leading to a total trade of 20 percent of income for time.

maximum tradeoff preference of 15 percent. Such computations were made for all working respondents, then summarized to create a distribution of maximum tradeoff choices. 121/

The computation of maximum tradeoff choices indicates that a majority of American workers may be willing to exchange some portion of their current income for some form of free time. Some 59.4 percent of the respondents expressed a desire to forego at least 2 percent of their earnings for more free time. More specifically, 23.6 percent would give up 2 percent of earnings for time, 9.7 percent would forego 5 percent, 10.0 percent would trade 10 percent, and 16 percent would exchange between 12 and 50 percent of their income for some type of work time reduction (table 11). This distribution of maximum tradeoff choices remained remarkably constant among groups broken down by occupation, education, union affiliation, number of children, and age of youngest child. The tendency to forego earnings for time increased among respondents reporting the higher levels of family income and working long hours each week.

---

121. A composite variable (MAXTRD2) was developed to estimate the maximum portion of current income that respondents might forfeit for more free time. This variable used a series of computer IF statements to systematically isolate the one or more responses to the five paired current income-time tradeoff questions that elicited the highest exchange of income for time.

Table 11

MAXIMUM PORTION OF CURRENT INCOME THAT WORKERS PREFER TO EXCHANGE FOR ANY OF FIVE FORMS OF FREE TIME*
(Percentage Breakdown)

Social Characteristics	Nothing for Time	2% for Time	5% for Time	10% for Time	12% for Time	15% for Time	20% for Time	30% or 33% for Time	40% or 50% for Time	Correlation (Pearson r)	Number of Respondents
Total	40.7	23.6	9.7	10.0	8.1	4.0	2.1	.9	.9	NA	955
Occupation											
Prof-Tech	38.3	23.6	7.2	12.0	7.8	3.9	2.2	2.2	0	NA	180
Managerial	41.2	23.5	10.9	10.9	5.9	4.2	0	0	3.4		119
Clerical-Sales	42.1	27.0	6.3	6.3	10.3	3.6	1.6	0	0		126
Skilled Labor	43.8	22.1	11.3	11.3	5.0	2.9	2.1	1.3	.4		240
Operatives-Laborers	38.2	17.6	13.3	9.1	12.1	4.8	3.0	.6	1.2		165
Service	36.7	20.5	9.2	9.2	10.2	3.1	4.1	1.0	2.0		98
Farm	69.2	30.8	0	0	0	0	0	0	0		13
Education										.0056	
Some H.S. or Less	44.6	19.3	10.9	9.4	7.4	3.0	3.5	.5	1.5	(p=.43)	202
High School Degree	39.9	26.4	8.5	9.1	7.5	3.8	2.2	.9	1.6		318
Some College	37.1	23.6	12.7	9.2	9.2	6.8	2.2	.9	.4		229
College Degree	41.7	20.8	8.3	14.6	6.3	6.3	1.0	1.0	0		96
Some Graduate School	42.2	26.5	6.9	9.8	9.8	2.9	0	2.0	0		102
Total Family Income										.0480	
Under $4,999	43.5	17.7	6.5	6.5	17.7	1.6	3.2	0	3.2	(p=.0731)	62
$5,000-$9,999	42.1	22.1	13.1	6.9	7.6	5.5	1.4	.7	.7		145
$10,000-$14,999	44.6	23.1	7.7	10.8	5.1	3.1	2.1	.5	1.0		195
$15,000-$19,999	40.3	26.7	11.0	9.9	7.3	1.0	3.1	.5	0		191
$20,000-$24,999	35.3	23.3	11.3	11.3	9.0	5.3	1.5	2.3	.8		133
$25,000-$34,999	40.8	20.6	8.4	8.4	9.3	3.7	.9	.9	1.9		107
Over $34,999	29.4	23.5	8.2	14.1	8.2	9.4	3.5	2.4	1.2		85
Union Affiliation											
Member	43.1	25.7	10.9	5.9	5.9	3.3	4.3	.5	1.0		[illegible]
Non-Member	40.3	22.8	9.5	11.2	8.8	4.1	1.5	1.2	.8		740
Form of Payment for Work										NA	
Wage	39.1	22.8	12.1	8.5	9.8	3.8	2.0	.9	1.1		448
Salary	41.7	26.4	9.0	9.6	6.1	2.9	2.6	1.2	.6		363
Other	38.2	23.8	6.3	13.3	8.7	8.7	1.6	.8	1.6		126
Hours Worked Weekly										.1237	
Under 34	32.3	23.2	8.1	12.6	10.1	7.1	2.0	2.0	2.5	(p=.00)	198
35-39	39.2	26.5	10.8	8.8	4.9	5.9	2.0	2.0	0		102
40-44	40.5	24.9	11.4	8.7	8.7	2.3	2.5	.5	.5		437
Over 44	49.3	19.8	7.4	10.6	6.5	3.7	1.4	.5	.9		217
Major Activity of Spouse											
Men										NA	
Not Married	37.2	22.6	9.5	12.4	5.8	5.8	4.4	0	2.2		137
Working Full-time	46.2	18.4	8.9	10.8	8.2	3.8	1.3	1.9	.6		158
Working Part-time	40.6	27.5	8.7	10.1	7.2	2.9	0	2.9	0		69
Unemployed & Off-Job	39.1	23.9	8.7	17.4	6.5	2.2	2.2	0	0		46
Keeping House	51.8	20.0	9.7	7.2	6.6	2.6	2.1	.5	.5		196
Women										NA	
Not Married	35.7	25.2	10.4	4.3	17.4	4.3	.9	.9	.9		115
Working Full-time	28.2	28.2	13.3	11.6	8.8	4.4	3.3	.6	1.7		181
Working Part-time	45.5	36.4	0	9.1	0	0	0	9.1	0		11
Unemployed & Off-Job	42.3	30.8	3.8	7.7	11.5	3.8	0	0	0		26
Keeping House	100.0	0	0	0	0	0	0	0	0		2
Sex										NA	
Men	45.0	21.3	9.1	10.6	6.2	3.9	2.1	1.0	.8		616
Women	32.9	27.6	10.9	8.8	11.5	4.1	2.1	.9	1.2		340
Marital Status											
Single	32.2	22.4	11.5	15.3	9.3	6.6	1.6	.5	.5		183
Married	42.0	23.7	10.0	9.6	7.1	3.6	2.0	1.2	.8		659
Div-Sep-Widowed	46.7	25.2	5.6	3.7	11.2	.9	3.7	0	2.8		107
Number of Dependents										.1008	
None	38.5	22.4	9.2	10.3	8.9	4.8	2.6	1.3	1.8	(p=.00)	392
One	38.6	21.2	11.1	12.2	10.1	4.2	1.1	1.1	.5		189
Two	43.5	24.6	9.4	9.9	7.3	3.1	1.6	.5	0		191
Three	48.6	23.8	10.5	7.6	5.7	1.0	1.9	0	1.0		105
Four or More	40.5	33.8	8.1	5.4	4.1	2.7	4.1	1.4	0		74
Age of Youngest Child										-.0465	
No Children	38.6	23.4	8.2	10.6	9.5	5.2	1.9	.8	1.9	(p=.08)	388
Under 5 Years	44.4	23.5	13.3	7.1	4.6	3.6	1.5	1.5	.3		196
5-9 Years	37.0	28.3	11.8	12.6	5.5	2.4	2.4	0	0		127
10-14 Years	39.8	21.2	7.6	11.9	11.9	2.5	3.4	.8	.8		118
Over 14 Years	45.0	23.4	9.0	8.1	9.0	2.7	2.7	0	0		111
Age										.1070	
Under 25	28.3	26.3	10.4	12.3	7.6	7.6	1.8	1.2	.6	(p=.00)	171
25-34	38.8	21.9	11.9	13.1	8.1	3.5	1.2	.8	.8		260
35-49	40.8	25.7	7.4	8.8	9.5	3.9	2.8	.7	.4		284
50-64	52.7	21.4	5.6	6.7	7.1	2.2	1.8	1.3	1.3		224
Over 64	61.5	0	7.7	0	0	0	15.4	0	15.4		13
Race										NA	
White	40.0	24.1	9.4	10.9	8.0	4.0	1.8	1.0	.7		817
Nonwhite	46.2	20.5	11.4	3.8	8.3	3.0	3.8	.8	2.3		132

*NOTE: Maximum current income-time tradeoff choice determined by computation of a composite (MAXTRD2) variable which reports the highest proportion of current earnings that each respondent states a willingness to exchange for any of five forms of potential gains of free time. For example, a respondent who states a desire to exchange 5 percent of current earnings for a shorter workday, 10 percent for a reduced workweek, 10 percent for added vacation, 15 percent for a sabbatical leave, and 2 percent for earlier retirement in paired choices between income and each of these five forms of free time would have a maximum current tradeoff (MAXTRD2) score of 15 percent because the sabbatical leave choice elicited the highest exchange of all the available choices.

Women were far more likely than men to make tradeoffs, particularly if they were in dual-earner families. Minority group and older respondents were less likely to favor exchange for time.

More detailed breakdowns of maximum current income tradeoff choices by family cycle and sex role characteristics support past observations about the impact of these factors on the desire for all types of free time (table 12). With marginal exceptions, both men and women in dual-earner households were more likely to forfeit current earnings for time than their counterparts in single-earner families. Further, considerably more men in dual-earner families were willing to forego income for time during the pre-child and young child stages of the family; and an extremely large portion of women in dual-earner families were willing to make similar tradeoffs. Finally, men in dual-earner households were willing to make larger exchanges of income for time than men in single-earner families; and women in dual-earner families were willing to make even larger exchanges. All in all, these breakdowns of maximum tradeoff choices by family characteristics lend support to the previously stated hypothesis that the financial discretions and time pressures of dual-earner families increase the value of time relative to income

Table 12

MAXIMUM PORTION OF CURRENT INCOME THAT WORKER WOULD EXCHANGE FOR ANY OF FIVE FORMS OF FREE TIME
BY SEX, MAJOR ACTIVITY OF SPOUSE AND AGE OF YOUNGEST CHILD
(Percentage Breakdown)

Tradeoff Preferences by Sex	Not Married				Working Spouse				Spouse Keeps House or Other			
	No Child	Youngest Child Under 6	Youngest Child 6-14 Yr.	Youngest Child Over 14	No Child	Youngest Child Under 6	Youngest Child 6-14 Yr.	Youngest Child Over 14	No Child	Youngest Child Under 6	Youngest Child 6-14 Yr.	Youngest Child Over 14
Men												
Nothing	32.0	55.6	60.0	60.0	39.4	50.0	41.6	51.9	53.0	54.2	44.3	47.2
2% of Pay for Time	18.2	1.5	1.5	.8	22.7	19.6	20.8	22.2	16.7	25.0	16.4	30.6
5% of Pay for Time	10.7	11.1	6.7	0	6.1	10.9	10.4	7.4	10.6	6.9	11.5	8.3
10% of Pay for Time	14.6	0	6.7	20.0	12.1	4.3	13.0	11.1	9.1	6.9	13.1	5.6
12% or 15% of Pay for Time	12.6	0	6.7	0	16.7	10.9	11.7	3.7	6.1	4.2	13.1	8.3
20% of Pay for Time	3.9	11.1	6.7	0	0	0	1.3	3.7	4.5	2.8	0	0
30% or 40% of Pay for Time	2.9	0	0	0	3.0	4.3	1.3	0	0	0	1.6	0
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of Respondents	(103)	(9)	(15)	[illegible]	(66)	(46)	(77)	(27)	(66)	(72)	(61)	(36)
Women												
Nothing	33.3	50.0	31.6	50.0	40.0	18.9	27.7	32.1	38.5	83.3	33.3	33.3
2% of Pay for Time	23.6	20.0	42.1	[illegible]	25.0	28.3	35.4	21.4	46.2	0	16.7	33.3
5% of Pay for Time	9.7	10.0	10.5	[illegible]	2.5	26.3	7.7	14.3	0	0	16.7	0
10% of Pay for Time	5.6	0	5.3	0	10.0	13.2	12.3	7.1	7.7	0	16.7	0
12% or 15% of Pay for Time	25.0	20.0	5.3	30.0	15.0	9.4	10.8	17.9	7.7	16.7	16.7	33.3
20% of Pay for Time	0	0	5.3	0	0	0	6.2	7.1	0	0	0	0
30% or 40% of Pay for Time	2.8	0	0	0	7.5	3.8	0	0	0	0	0	0
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of Respondents	(72)	(10)	(19)	(10)	(40)	(53)	(65)	(28)	(13)	(6)	(6)	(3)

NOTE: Maximum current current income-time tradeoff choice determined by computation of a composite (MAXTRD2) variable which reports the highest portion of current earnings that each respondet states a willingness to exchange for any of five forms of potential added free time. For example, a respondent who states a desire to exchange 5 percent of earnings for a shorter workday, 10 percent for a reduced workweek, 10 percent for added vacation, 15 percent for a sabbatical leave, and 2 percent for earlier retirement in paired choices between current income and each of these five forms of free time would have a maximum current tradeoff (MAXTRD2) score of 15 percent because the sabbatical leave choice elicited the highest exchange of all available options.

for purposes of meeting family responsibilities as well as relieving tensions with leisure-oriented time such as vacations.

Speculative computations using maximum tradeoff choices indicate that the average U. S. worker would forego some 4.7 percent of his or her current earnings for more free time. In terms of yearly work time estimates, this would mean that the average worker's total annual work time would decline from the current 1978 level of 1,910 hours to some 1,821 hours. This would give the average worker a 7½-hour workday, or a 37-hour workweek, or about 11½ added days of paid vacation, or almost 9 weeks sabbatical leave every six years, or 11½ days earlier retirement for every year worked in the future, or some combination of the above. If these tradeoffs came in preferred forms, most would likely take the form of added vacation and sabbaticals.

While these computations of average tradeoff preferences can serve to illustrate differences between stated work time preferences and existing conditions, it is important to note that the use of averages is a poor way of viewing desired work time arrangements. One of the major trends in work time is an increasing plurality of preferences. Indeed, it is probably true that a large portion of today's labor force are quite satisfied with most dimensions of their work time conditions. At the same time, this survey indicates that another large portion wishes to work less than what is currently called "full time," and is willing to forego current and potential earnings to do so. While actual tradeoff behavior is not likely to be as great as that evidenced by the survey responses reported in this study, the magnitude of these survey preferences for more free time suggests that American society has not only slipped behind in the task of providing the growth of free time desired by today's work force, but has also failed to provide the most preferred forms of free time.

V. SOME POLICY IMPLICATIONS OF WORK TIME PREFERENCES

A large portion of the average person's waking hours is spent working on a paying job or involved with job-related matters. 122/ As such, the balance between work and non-work time is a crucial element of human well-being. The differences between the preferred work-leisure arrangements suggested by this survey and current work time conditions suggest a number of implications for social policy.

First, increasing work time options can be expected to improve job satisfaction and the general quality of life. Second, the interest of many American workers in foregoing earnings for time creates a positive climate for policies to reduce work time in order to share employment with those who are jobless. Third, an increase in available work time options could be expected to reduce barriers which complicate the task of finding a job for a small but significant portion of potential workers. Fourth, exploratory survey findings indicate that the desire of many persons to increase work time during the school years of youth and retirement years of old age could

---

122. John P. Robinson, Changes in American Use of Time: 1965-1975, Progress Report, Survey Research Center, University of Michigan, Ann Arbor, April 1976.

open the door to the use of work time options as a means of attenuating social problems associated with prolonged schooling and the growing costs of retirement.

Work Time and the Quality of Life

Work time conditions not only influence job satisfaction, but also numerous aspects of how people arrange their lives off the job. National survey studies have documented that a growing proportion of American workers report problems with "inconvenient or excessive hours," 123/ and the results of this study suggest that there are likely to be others who would not report problems but still prefer alternative work time arrangements. Further, work time conditions are also likely to affect family life, leisure activities, health, educational

---

123. Robert P. Quinn and Graham L. Staines, The 1977 Quality of Employment Survey, Descriptive Statistics, Survey Research Center, Institute for Social Research, University of Michigan, Ann Arbor, 1978, Chapter 5.

endeavors, and voluntary service efforts. 124/ In many ways, the choices which individuals have in the arrangement of their work time have notable implications for their sense of self-determination and personal dignity. Work time conditions are clearly an important aspect of quality of work and life, and social policies that would effectively expand the range of available work time options would be a significant social contribution.

Sharing Work to Combat Joblessness

The work time preferences revealed by this study have important implications for recent proposals to create jobs for those who are unemployed by reducing work time among those who are working. This section will not seek to evaluate the viability of work sharing

---

124. Alternatives in the World of Work, National Center for Productivity and Quality of Working Life and The National Council for Alternative Work Patterns, Washington, D. C., Winter 1976; Resource Packet of the National Conference on Alternative Work Schedules, National Council for Alternative Work Patterns, Washington, D. C., March 21-22, 1977; Jeffrey M. Miller, Innovations in Working Patterns, U. S. Trade Union Seminar and German Marshall Fund, Washington, D. C., May 1978; Harriet Goldberg Weinstein, "A Comparison of Three Alternative Work Schedules: Flexible Work Hours, Compact Workweek, and Staggered Work Hours," The Wharton School, University of Pennsylvania, Miscellaneous Series Report No. 23, 1975; and Fred Best, "Social Forces Fostering Flexible Lifetime Scheduling of Education, Work, and Leisure," Prepared for the Office of the Assistant Secretary for Education, U. S. Department of Health, Education and Welfare, Washington, D. C., April 1978.

as a social policy, 125/ but rather assess whether or not the time-income tradeoff and other work time preferences measured by this survey are in accord with several leading proposals for work sharing.

Mandatory Workweek Reduction and Overtime Restriction. The best known of current work sharing proposals is to amend the work time provisions of the Fair Labor Standards Act to redefine the standard workweek as 35 hours without a pay reduction and require double pay for time worked over this amount. Presumably, this would reduce the length of the workweek and the amount of overtime, thus creating jobs for the unemployed. 126 Proponents of this proposal maintain that this will shorten the workweek at no cost to workers, and under these

---

125. For some discussion of the alternative approaches to work sharing and their viability, see Work Time and Employment, Special Report No. 28, National Commission for Employment Policy, Washington, D. C., 1979; Sar A. Levitan and Richard S. Belous, Shorter Hours, Shorter Weeks: Spreading the Work to Reduce Unemployment, Johns Hopkins University Press, Baltimore, Md., 1977; Fred Best, "Work Sharing: Its History, Relevance, Viability, and Future," National Commission for Employment Policy, Washington, D. C., December 1978; Robert L. Clark, Adjusting Hours to Increase Jobs, Special Report No. 15, National Commission for Employment Policy, Washington, D. C., September 1977; and Fred Best, "Work Sharing: Issues, Policy Options and Assessments," Draft, Organisation for Economic Co-operation and Development, Paris, July 2, 1979.

126. The most recent proposals to reduce the workweek by amending the Fair Labor Standards Act (Bill HR-11784) have been introduced by John Conyers of the U. S. House of Representatives during April 1978.

conditions such work time reduction would doubtless be welcomed by most persons. 127/ Critics maintain that indirect forces will cost workers some portion of their current earnings for such work time reductions, 128/ in which case the proposal takes on characteristics of a time-income tradeoff. Regardless of cost to workers, survey responses indicate that the shorter workweek is one of the less desired of work time reductions. Thus, from the standpoint of these preferences, this approach to work sharing offers only marginally valuable gains of free time; and if the costs of this increase of free time are passed on to workers, it can be expected that this proposal might receive a cool reception from most American workers.

Long-term Reduction of Work Time. It has been proposed that work time be reduced over the course of several years by forfeiting portions of future economic

---

127. Howard Young, "Work Sharing, Unemployment, and the Rate of Economic Growth: Comment," Work Time and Employment, op.cit.; and Frank Runnels, "Keynote Speech," All Unions Committee to Shorten the Workweek, Detroit, Mich., April 11, 1978.

128. Critics suggest that workweek reductions without decline of pay levels will cost employers more, and, therefore, increase the cost of products to workers as consumers. Also, workers who are now dependent on overtime pay would likely suffer losses of income. Joyce M. Nussbaum and Donald E. Wise, "The Overtime Premium and Employment," Work Time and Employment, op.cit.; and Robert L. Clark, op.cit.

growth, thus making it necessary for employers to hire more persons. Organized labor has been the major advocate of this approach, proposing that work time reductions, primarily taking the form of a shorter work-week, be accomplished through the process of collective bargaining, with the possible assistance of incentives from Government. 129/

Survey responses concerning the exchange of potential pay raises suggest that there would be widespread support for such a gradual approach to work time reduction and work sharing. As already noted, speculative computations based on maximum willingness to forego portions of one 10 percent pay raise for more free time would result in a reduction of the average worker's annual work time of some 131.2 hours. In aggregate, this would amount to forfeiting about 12.6 billion work hours or 6.2 million full-time workyears, 130/

---

129. "Paid Personal Holidays: The UAW's New Plan to Expand Job Security," Solidarity, October 21, 1977, pages 6-10; A. H. Raskin, "Breakthrough in Work Hours: March Toward Four-day, 32-hour Workweek Begins in Earnest with Advances in Ford Pact," World of Work Report, October 1976, pages 4-5; John Zalusky, "Shorter Hours--The Steady Gain," AFL-CIO American Federationist, January 1978, pages 12-16; and "Four-day Workweek is Wave of Future," Daily Labor Review, June 14, 1978, page A-3.

130. These computations were based on November 1978 statistics in which 95.7 million employees worked an average of 39 hours a week; "The Employment Situation," U.S. Department of Labor News Release, USDL-1005, Washington, D. C., December 8, 1978.

some portion of which would presumably have to be replaced with new workers. Such exchanges from potential pay raises over a series of years could be expected to create some undetermined but significant number of jobs. 131/

It should be noted, however, that these average maximum potential tradeoffs were computed on the basis of exchanges of pay raises for a variety of different forms of free time. Thus, to maximize future trades of economic growth for time in ways that would be popular or at least acceptable, work time would have to be reduced in a variety of ways. Most particularly, it is likely that a large portion of such long-range work time reductions would have to take the form of extended periods away from work, such as longer vacations or sabbatical leaves. 132/

---

131. For a brief discussion of the problems that would be encountered in transforming foregone work time to create new jobs, see Fred Best, "Work Sharing: Its History, Relevance, Viability, and Future," *op.cit.*, pages 31-32.

132. For discussion of sabbatical leaves as an approach to work sharing, see Jule M. Sugarman, "The Decennial-Sabbatical," *CUPA Journal*, Vol. 28, No. 3, Summer 1977, pages 47-52; Robert Rosenberg, "A Pilot Project for Extended Leaves," Working Paper No. 10, California State Senate Office of Research, Sacramento, Calif., December 1976; Donald Frasier, "Social Security Sabbaticals: A New Dimension for the Social Security System," *Congressional Record*, August 22, 1974, pages H8939-H8940; and Fred Best and Barry Stern, "Education, Work, and Leisure--Must They Come in That Order?," *Monthly Labor Review*, July 1977, page 9.

Voluntary Time-Income Tradeoff Options. It has been suggested with increasing frequency that if ways could be found to encourage individual workers to voluntarily forego current income for free time, enough work time might be freed to create a significant number of jobs for those who are currently unemployed. 133/ This idea has been proposed and tried both as a temporary way of preventing layoffs 134/ and a permanent mechanism for creating jobs for those without employment. 135/

Survey responses concerning the exchange of current income for free time suggest that enough people may be willing to forego portions of their income earning work time to create a noteworthy number of new jobs. As previously observed, estimates of maximum current income-time tradeoff preferences based on survey data indicate that the average U. S. worker would forego 4.7 percent of earnings for his or her most desired form of free time. In terms of the total 1978 work force, this would mean a

---

133. James R. Mills, "A New Supply of Jobs," Town Hall Journal, June 28, 1977, pages 224-226; Leisure Sharing, Hearings of the Select Committee on Investment Priorities and Objectives, California State Senate, Sacramento, Calif., November 1, 1977; and Fred Best, "Individual and Firm Work Time Decisions: Comment," in Work Time and Employment, op.cit.

134. "Statement of James Hooley," Leisure Sharing, op.cit., pages 128-135.

135. "Statement of Dan McCorquodale," Ibid, pages 41-49; and "Statement of Michael Baratz," Ibid, pages 49-58.

forfeiture of some 8.6 billion hours of work or 4.2 million full-time workyears. It could be assumed that some portion of this foregone work time would create new jobs.

As in the case of creating jobs through long-term exchanges of economic growth for free time, the willingness of workers to give up current earnings for time varies tremendously according to the types of free time that would be available. Extended time away from work such as vacations and sabbaticals would most likely induce the bulk of exchanges, but the number and size of tradeoffs could be expected to increase as the variety of possible exchanges becomes larger. In cases where organizational adaptability make such tradeoff options possible, private and public policies [136] to provide such work time choices might result in the creation of a significant number of jobs while also producing many secondary social benefits.

Short-time Compensation. One of the most prominent work sharing proposals now under consideration involves the provision of partial replacement of lost earnings to workers in firms that go on reduced workweeks as a temporary alternative to layoffs. It is commonly

---

136. Robert Eisner, "Employment and Training Subsidies," Work Time and Employment, op.cit.; and Frank Schiff, "Employment and Training Subsidies: Comment," Ibid.

expected, although not essential, that such a short-time compensation program would be administered through the unemployment insurance system by providing partial U.I. benefits for the portion of the regular workweek which employees lose under this proposal. To illustrate the idea, if a firm were to go to a 4-day, 32-hour workweek rather than lay off one-fifth of its employees, each worker would receive full pay for the 32 hours worked, plus approximately 50 percent of regular pay in the form of partial U.I. benefits for the lost workday. Since U.I. benefits are tax free, most workers would retain over 90 percent of their regular take-home pay, almost all fringe benefits, and none would be displaced from their jobs. 137/

Because short-time compensation is being given serious consideration by the U. S. Department of Labor, survey respondents were asked three questions about the proposal. The first question dealt with the general acceptability of the idea, the second with the maximum

---

137. For complementary evaluations of this proposal, see Peter Henle, Work Sharing as an Alternative to Layoffs, Congressional Research Service, Library of Congress, July 1976; Daniel Hamermesh, "Unemployment Insurance, Short-time Compensation, and the Workweek," Work Time and Employment, op.cit.; and Fred Best, "Short-time Compensation and Work Sharing," National Commission for Employment Policy, Washington, D. C., April 1978.

length of time workers would be willing to participate, and the third with the acceptability of the program with an increased benefit level.

Responses to the first question indicate that workers favor the short-time compensation approach to work sharing. When asked how they would feel about a reduction of the workweek by 1 day with half pay for the lost day in their own workplace as an alternative to layoffs, some 36.1 percent strongly favored the idea, 27.6 percent favored it somewhat, 17.7 were neutral, 8.0 percent disfavored it somewhat, and 10.6 percent strongly disfavored the program (table 13).

Although all subgroups favored the proposal, there was some notable variation of preferences according to major social characteristics. Favorable responses declined markedly with increase of income, length of workweek, and age. Presumably, those with higher incomes felt they would personally lose more, those with longer workweeks felt they needed the money, and those in older age groups felt that seniority would insure that they would not lose their jobs. There was very little or erratic variation according to education, major activity of spouse, number of dependents, age of youngest child, and race. Union members were slightly more favorable than non-members--a noteworthy finding, since one might expect that union-enforced job security

Table 13

WORKER PREFERENCES TOWARD THE USE OF SHORT-TIME COMPENSATION AS AN ALTERNATIVE TO LAYOFFS BY SELECTED SOCIAL CHARACTERISTICS

(Percentage Breakdown)

Social Characteristics	Strongly Favor	Favor Somewhat	Neutral	Disfavor Somewhat	Strongly Disfavor	Correlation (Pearson r)	Number of Respondents
Total	36.1	27.6	17.7	8.0	10.6	NA	953
Occupation						NA	
Prof-Tech	33.9	27.2	16.7	8.9	13.3		180
Managerial	32.8	19.3	25.2	5.0	17.6		119
Clerical-Sales	33.3	34.9	15.9	4.8	11.1		126
Skilled Labor	42.9	24.6	18.8	5.4	8.3		240
Operatives-Laborers	34.1	29.9	14.0	12.2	9.8		164
Service	34.7	29.6	18.4	13.3	4.1		98
Farm	30.8	38.5	15.4	0	15.4		13
Education						.0725	
Some H.S. or Less	41.8	22.4	19.9	9.0	7.0	(α=.03)	201
High School Degree	38.1	27.0	18.6	8.5	7.9		318
Some College	31.4	30.1	17.9	5.2	15.3		229
College Degree	29.2	34.4	16.7	9.4	10.4		96
Some Graduate School	36.3	27.5	10.8	8.8	16.7		102
Total Family Income						.1023	
Under $4,999	47.5	24.6	14.8	4.9	8.2	(α=.00)	61
$5,000-$9,999	34.5	22.8	23.4	11.0	8.3		145
$10,000-$14,999	41.0	31.3	16.9	4.1	6.7		195
$15,000-$19,999	33.5	30.4	20.9	7.9	7.3		191
$20,000-$24,999	36.8	25.6	12.0	10.5	15.0		133
$25,000-$34,999	43.0	23.4	15.0	8.4	10.3		107
Over $34,999	21.2	30.6	15.3	8.2	24.7		85
Union Affiliation						NA	
Member	38.1	28.2	18.3	6.4	8.9		202
Non-Member	35.5	27.5	17.7	8.3	11.1		739
Form of Payment for Work						NA	
Wage	38.5	29.1	15.4	9.8	7.2		467
Salary	32.8	28.7	19.7	6.7	12.2		345
Other	35.9	21.2	20.5	5.8	16.7		156
Hours Worked Weekly						.0957	
Under 34	42.9	29.3	13.1	6.1	8.6		198
35-39	32.4	30.4	23.5	9.8	3.9		102
40-44	35.3	27.8	16.7	9.6	10.6		436
Over 44	33.2	24.2	21.2	5.5	15.7		217
Major Activity of Spouse							
Men						NA	
Not Married	37.2	26.3	19.0	5.8	11.7		137
Working Full-time	32.5	26.1	15.3	15.9	10.2		157
Working Part-time	26.1	30.4	20.3	13.0	10.1		69
Unemployed & Off-Job	44.1	23.5	17.6	11.6	2.9		34
Keeping House & Other	37.7	22.9	19.5	7.1	14.8		210
Women						NA	
Not Married	36.5	30.4	12.2	9.6	11.3		115
Working Full-time	39.8	29.3	19.9	3.9	7.2		181
Working Part-time	27.3	36.4	18.2	0	18.2		11
Unemployed & Off-Job	40.0	40.0	13.3	0	6.7		15
Keeping House & Other	61.5	15.4	23.0	0	0		13
Sex						NA	
Men	34.6	26.1	18.3	9.5	11.6		613
Women	38.8	30.3	16.8	5.3	8.8		340
Marital Status						NA	
Single	28.4	33.9	18.6	9.3	9.8		183
Married	36.3	26.4	18.7	7.7	10.9		659
Div-Sep-Widowed	47.2	24.5	11.3	6.6	10.4		106
Number of Dependents						.0162	
None	36.1	27.9	17.4	8.7	10.0	(α=.62)	391
One	32.3	29.6	19.0	6.9	12.2		189
Two	41.4	25.7	16.2	8.4	8.4		191
Three	35.2	28.6	17.1	7.6	11.4		105
Four or More	33.8	23.0	21.6	6.8	14.9		74
Age of Youngest Child						.0277	
No Children	36.5	28.6	15.8	8.7	10.4	(α=.40)	367
Under 5 Years	35.2	27.0	20.4	7.7	9.7		196
5-9 Years	37.0	26.8	17.3	8.7	10.2		127
10-14 Years	34.7	28.8	19.5	7.6	9.3		118
Over 14 Years	35.1	24.3	18.0	6.3	16.2		111
Age							
Under 25	29.4	35.9	19.4	6.5	8.8		170
25-34	34.6	27.7	20.4	8.1	9.2		260
35-49	37.0	24.3	17.3	7.7	13.7		284
50-64	40.6	25.0	14.7	9.8	9.8		224
Over 64	53.8	30.8	7.7	0	7.7		13
Race						NA	
White	36.2	26.8	17.6	7.7	11.6		816
Nonwhite	35.6	31.1	18.9	9.8	4.5		132

QUESTION: Assume that it is necessary for your employer to lay off 2 out of every 10 workers for a temporary but unknown period. Assume also, that in order to prevent layoffs the government would give workers one-half of their pre-tax pay for each day they shorten their workweek. In this way, you could get regular pay for working 32 hours, get half your pre-tax pay for the day you did not work, and no one would be laid off. How strongly would you favor or disfavor the use of such a plan in your own work place? (A) Strongly Favor, (B) Favor Somewhat, (C) Neutral, (D) Disfavor Somewhat, (E) Strongly Disfavor.

through seniority might lead many members to oppose the proposal. Skilled laborers were more favorable than were workers from other occupations, and it is noteworthy that respondents in managerial jobs differed from other occupations only by evidencing a moderately greater amount of opposition. Women favored short-time compensation more than men; and those who were divorced or widowed were more favorable than married respondents, who in turn were more favorable than single persons. Finally, a multivariate analysis of the impact of seven selected predictor variables on preferences toward the program revealed such low explanation of variations of preferences that discussion would have little value (table 29, Appendix IV).

One of the major criticisms of short-time compensation is that it would subsidize leisure among those who might voluntarily forfeit income for reduced workweeks. Since only 26.2 percent of surveyed workers would trade any current income for a reduced workweek, and only 7.0 percent would freely forego the 20 percent or more of earnings for at 1 day's reduction, it is unlikely that windfall "leisure subsidies" would be widespread (table 25, Appendix IV). This point is further confirmed by breakdowns of preferences regarding short-time compensation by responses to a number of time-income tradeoff questions. As one might expect, those who were more prone to exchange income for time were slightly more favorable toward short-time compensation (table 30, Appendix IV). However, with the exception of the very small number of respondents willing to forego major portions of their incomes for time, variation in preferences toward the program according to time-income tradeoff choices was negligible.

Responses to a question dealing with the maximum acceptable duration of reduced workweeks with short-time compensation revealed that most workers do not wish to use such a program for an overly long period of time. Some 26.6 percent, most of whom were probably those who disfavored the program, did not wish to use the program for any amount of time. Of those willing to spend some time on the program, 40.5 percent chose a 1- to 4-week duration, 12.5 percent a 5- to 9-week duration, 5.7 percent a 10- to 15-week duration, 3.4 percent a 16- to 26-week duration, and 11.3 percent would accept a duration over 26 weeks (table 31, Appendix IV). A rough guess based on these responses would be that workers as a group would accept a maximum duration of around 8 weeks at the onset of using such a program. However, it should be noted that experiences with similar programs in other nations indicate that the maximum acceptable duration varies according to immediate employment realities, and these programs have been used abroad with worker support for periods well in excess of 8 weeks.

Responses to a question dealing with the acceptability of a short-time compensation program with benefit levels increased over those described in the first question indicate that higher benefits would have almost no effect on workers' preferences toward the program (table 32, Appendix IV).

Survey responses suggest that short-time compensation would be highly acceptable to American workers as an alternative to layoffs. However, it should also be emphasized that breakdowns of preferences regarding this program by time-income tradeoff choices indicate that it is not popular as a means of gaining more free time (table 30, Appendix IV). Rather, the popularity of short-time compensation can more likely be attributed to an interest in job security and perhaps to concern over the well-being of co-workers.

While the viability of spreading work by reducing work time remains a debatable issue, survey responses concerning time-income tradeoff preferences indicate a desire for more free time that is likely to enhance the acceptability of the general notion of sharing work. However, it is important to also recognize that the type of time desired varies, and that extended time away from work is by far the most preferred form of potential free time. This suggests that policymakers considering the applicability of work sharing might consider a variety of approaches dealing with alternative ways of reducing work time, and that particular attention be given to extended vacations and sabbatical leaves rather than the current focus on the shorter workweek.

Work Time as a Barrier to Employment

It has frequently been observed that the unemployment problem is aggravated by many persons who cannot adjust their lives to meet the prevailing work time requirements of most available jobs and, correspondingly, that countless new job searchers might surge into the labor force if work time conditions could be better adapted to personal needs. 138/ Discussions of this sort frequently point to the unique work time needs of the elderly, handicapped, student youth, and working parents. 139/ In the case of non-job holding parents, most of whom are women, it is a matter of particular concern that more flexible work time arrangements might stimulate labor force growth far beyond the capacity to create jobs.

---

138. Eli Ginzberg, "The Job Problem," Scientific American, Vol. 237, No. 5, November 1977; and Stanley D. Nollen, "Whither Alternative Work Schedules," Unpublished Paper, School of Business Administration, Georgetown University, Washington, D. C., October 1978, page 14.

139. Isabel Sawhill, "Women in the Labor Market: Prospects and Policies," National Commission for Employment Policy, Washington, D. C., June 1978, page 13; Richard Schonberger, "Ten Million U. S. Housewives Want to Work," Labor Law Journal, June 21, 1970; and Jobs for the Hard-to-Employ, Committee for Economic Development, Washington, D. C., January 1978, pages 73-75.

The survey sample provides an opportunity to explore the extent to which expansion of work time options might reduce barriers to employment, as well as accelerate the growth of the labor force. The sample collected responses concerning work time preferences from 1,566 persons over 17 years of age. Some 955 of these respondents were employed in paying jobs, and served as the principal subsample for the analysis of time-income tradeoff preferences. Additionally, some 83 respondents were actively looking for employment, 103 were thinking of looking for work, and 415 had no interest in finding a job (10 cases were not coded by these categories). Examination of the work time preferences of the 186 respondents who were either actively looking for work (the official definition of unemployment) or thinking of looking for work (potential labor force entrants) may provide some indications of the impact of work time on the employment of persons on the borderline of labor force participation.

The major characteristics of the subsample of unemployed and potential workers are summarized in table 14. In comparison to the working respondents (table 1), this group is less educated, younger, less dominated by whites, and less affluent. It is particularly noteworthy that a strong majority are women, most of whom come from the ranks of

Table 14

CHARACTERISTICS OF NATIONAL SURVEY SUBSAMPLE AND BUREAU OF LABOR STATISTICS DATA ON UNEMPLOYED AND POTENTIAL WORKERS

(Percentage Breakdowns)

Variable	1978 National Sample (Unemployed & Potential Workers)	1978 National Sample (Unemployed)	1978 National Sample (Potential Workers)	August 1978 BLS Data (Unemployed)
Number of Respondents . .	186	83	103	-
Sex				
Male.	38.7	53.0	27.2	49.1
Female.	61.3	47.0	72.8	50.9
Age				
18-19	14.7	20.5	9.9	14.4
20-29	30.4	30.1	30.7	26.7*
30-39	20.7	6.0	23.8	
40-49	16.3	13.3	18.8	58.9*
50-59	11.2*	12.1*	10.5*	
60 and Over	6.7*	7.2*	6.3*	
Region				
East.	28.5	27.7	29.1	32.7
Midwest	30.1	27.7	32.0	24.5
South	22.6	20.5	24.3	23.6
West.	18.8	24.1	14.6	19.2
Race				
White	78.9	73.2	83.5	77.6
Black & Other	21.1	26.8	16.5	23.4
Education				
Less than HS.	33.0	37.3	29.4	NA
High School	35.1	33.7	36.3	NA
Some College.	20.0	15.6	23.5	NA
College	8.6	12.0	5.9	NA
Graduate.	3.2	1.2	4.9	NA
Marital Status				
Married	60.5	53.0	66.7	41.0
Never Married	24.9	34.9	16.7	
Divorced.	5.4	4.8	5.9	59.0
Widowed	6.5	3.6	8.8	
Separated	2.7	3.6	2.0	
Number of Dependents				
None.	45.1	52.4	39.2	NA
One	17.4	15.9	18.6	NA
Two	20.7	14.6	25.5	NA
Three	9.8	11.0	8.8	NA
Four or More.	7.0	6.1	7.8	NA
Occupation				
Prof-Tech	16.8	16.0	17.4	7.4
Managerial.	11.2	12.0	10.5	3.4
Clerical.	5.6	4.0	7.0	17.1
Sales & Other	6.2	10.7	2.3	5.0
Crafts.	22.4	17.3	26.7	11.4
Labor & Operatives. . .	24.2	22.7	25.6	33.8
Services.	11.8	13.3	10.5	19.0
Farm.	1.9	4.0	0	1.9
Family Income				
Under $4,999.	18.4	24.7	13.4	NA
$5,000-$9,999	31.6	35.1	28.9	NA
$10,000-$14,999	19.5	18.2	20.6	NA
$15,000-$19,999	10.3	7.8	12.4	NA
$20,000-$24,999	8.6	2.6	13.4	NA
$25,000 Plus.	11.5	11.7	11.3	NA

SOURCE: Regional breakdown of BLS unemployment data estimated from 1977 data cited in the 1978 Employment and Training Report of the President, page 282. All other breakdowns of BLS data cited from "The Employment Situation: August 1978," U. S. Department of Labor News Release 78-753, September 1, 1978.

* Marked percentages are estimates based on interpolations.

those thinking of looking for work. The preponderance of women among those categorized as potential workers is certainly an indication that the current trend toward increasing labor force participation among women is likely to continue in coming years.

Caution must be taken in drawing conclusions about work time barriers from this subsample of unemployed and potential workers. While the subsample appears to be reasonably representative of the American population with marginal labor force attachment (table 14), it also incorporates the same biases of the total sample (i.e., underrepresentation of women, clerical workers, and more active individuals). Additionally, the number of cases in this subsample is large enough to allow some confidence in extrapolating survey responses to the general population, but detailed breakdowns by social characteristics are likely to be statistically unreliable (Appendix III). Nonetheless, breakdowns can provide valuable insights into the issue of work time barriers, but observations of a large number of such breakdowns will have to be interpreted as technically non-representative responses of a group of persons who happen to be marginally attached to the labor force. Finally, most of the survey questions were designed for working respondents, and, therefore, were likely to have caused some confusion and response resistance among non-working respondents. As such, the responses of unemployed and potential workers must be prudently viewed as only rough indications of the type of work time arrangements this group seeks.

An overview of the current income-time tradeoff choices of respondents who were unemployed and potential workers indicates a considerably stronger interest in all forms of free time than was evidenced by the employed respondents. (See table 15 for marginal workers and table 7 for employed respondents.) Approximately 34 percent of these marginal workers, as compared to 23 percent of the workers, preferred to exchange income for a shorter workday. About 40 percent of marginal workers, compared to 26 percent of workers, would forego income for a less-than-standard-length workweek; around 57 percent of the marginal workers, compared to 42 percent of workers, would exchange some earnings for a vacation or sabbatical; and roughly 49 percent of the marginal workers, compared to 36 percent of the workers, would trade income for earlier retirement. Although statistical reliability of differences is very low, it is noteworthy that the unemployed and potential workers had a considerably greater proportion of respondents who were willing to trade very large portions of earnings for time than was the case with the workers. While differences between subsamples continue to be statistically questionable, it is also interesting to note that unemployed

Table 15

STATED PREFERENCES OF UNEMPLOYED AND POTENTIAL WORKERS TOWARD EXCHANGING PORTIONS OF INCOME FOR ALTERNATIVE FORMS OF FREE TIME

(Percentage Breakdown)

Value of Tradeoff	Shorter Workday Versus Income		Reduced Workweek Versus Income		Added Paid Vacation Versus Income		Sabbatical Leave Versus Income		Earlier Retirement Versus Income	
	Unemployed Workers	Potential Workers	Unemployed Workers	Potential Workers	Unemployed Workers	Potential Workers	Unemployed Workers	Potential Workers	Unemployed Workers	Potential Workers
Nothing for Time	62.2	68.9	58.5	61.2	41.0	43.7	41.0	46.6	48.2	55.2
2% of Pay for Time	13.4	8.7	19.5	14.6	21.7	26.2	32.5	29.1	25.3	23.3
5% of Pay for Time	8.5	8.7	-	-	13.3	10.7	14.5	12.6	8.4	10.7
10% of Pay for Time	-	-	12.2	12.6	6.0	9.7	4.8	5.8	7.2	4.9
12% of Pay for Time	7.3	6.8	-	-	-	-	-	-	-	-
15% of Pay for Time	-	-	-	-	-	-	7.2	5.8	-	-
20% of Pay for Time	-	-	3.7	8.7	10.8	4.9	-	-	10.8	3.9
30% of Pay for Time	3.7	4.9	-	-	-	-	-	-	-	-
33% of Pay for Time	-	-	-	-	7.2	4.9	-	-	-	-
40% of Pay for Time	-	-	2.4	1.9	-	-	-	-	-	-
50% of Pay for Time	4.9	1.9	3.7	1.0	-	-	-	-	-	-
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Respondents	82	103	82	103	83	103	83	103	83	103

QUESTIONS:

Workday. What is the largest portion of your current yearly income that you would be willing to give up for shorter workdays? (A) Nothing, (B) 2% (1/50th) of your income for 10 minutes off each workday, (C) 5% (1/20th) of your income for 25 minutes off each workday, (D) 12% (1/8th) of your income for 1 hour off each workday, (E) 30% of your income for 2 hours off each workday, (F) 50% (1/2) of your income for 4 hours off each workday.

Workweek. What is the largest portion of your current yearly income that you would be willing to give up for shorter workweeks? (A) Nothing, (B) 2% (1/50th) of your income for 50 minutes off 1 workday a week, (C) 10% (1/10th) of your income for 4 hours off 1 workday a week, (D) 20% (1/5th) of your income for 1 full workday off each week, (E) 40% (4/10ths) of your income for 2 full workdays off each week, (F) 50% (1/2) of your income for 2 full workdays off each week.

Vacation. What is the largest portion of your current yearly income that you would be willing to give up for more paid vacation time? (A) Nothing, (B) 2% (1/50th) of your income for 5 workdays added paid vacation each year, (C) 5% (1/20th) of your income for 12½ workdays added paid vacation each year, (D) 10% (1/10th) of your income for 25 workdays added paid vacation each year, (E) 20% (1/5th) of your income for 50 workdays added paid vacation each year, (F) 33% (1/3rd) of your income for 87½ workdays (17½ workweeks) added paid vacation each year.

Sabbatical. What is the largest portion of your current yearly income that you would be willing to give up in exchange for an extended leave without pay every seventh year? (A) Nothing, (B) 2% (1/50th) of your yearly income for 7 workweeks paid leave after six years of work, (C) 5% (1/20th) of your income for 17½ workweeks paid leave after six years of work, (D) 10% (1/10th) of your income for 35 workweeks paid leave after six years of work, (E) 15% (3/20ths) of your income for 52 workweeks (1 workyear) paid leave after six years of work.

Earlier Retirement. What is the largest portion of your current yearly income that you would be willing to give up in exchange for earlier retirement? (A) Nothing, (B) 2% (1/50th) of your income for earlier retirement at a rate of 5 workdays for every year worked until retirement, (C) 5% (1/20th) of your income for earlier retirement at a rate of 12½ workdays for every year worked until retirement, (D) 10% (1/10th) of your income for earlier retirement at a rate of 25 workdays for every year worked until retirement, (E) 20% (1/5th) of your income for earlier retirement at a rate of 50 workdays for every year worked until retirement.

NOTE: Column spaces are frequently blank for many tradeoff options because questions dealing with different forms of free time did not always have parallel exchange options.

respondents who were actively looking for work were consistently more prone to give up some of the income of prospective jobs for time than were those only thinking about employment.

A look at the overall time-income tradeoff preferences of the unemployed and potential worker subsample does not suggest that work time conditions present overwhelming barriers to many job searchers. The data show that this subsample had a greater willingness than the worker sample to trade income for all forms of free time. Presumably, the bulk of work time barriers blocking employment for the handicapped, students, mothers, and older persons occurs within the context of workdays and workweeks (i.e., mothers may need shorter workdays so they can care for children returning from school, and older or handicapped persons may prefer shorter workweeks in order to minimize job fatigue). Since a large portion of the unemployed and potential worker subsample expressed a strong desire for extended free time, which does little to change the type of daily work scheduling conditions which would block employment, it appears that a good deal of this desire for more free time may be due more to personal "leisure" preferences than work time problems. However, it is important to recognize that 10 percent or more of these marginal workers were willing to forego large amounts of prospective income for the kind of significant reductions of the workday and workweek that would minimize personal problems associated with work time. As such, it is reasonable to speculate that the problem of work time barriers may not complicate employment prospects for much more than 10 or 15 percent of those searching for jobs.

Presumably, breakdowns of marginal worker preferences regarding shorter workdays and workweeks by major social characteristics should isolate those groups confronting work time barriers to employment. However, such breakdowns revealed astonishingly little variation. Particularly puzzling was the lack of a substantial increase of interest in shorter workdays or reduced workweeks among respondents in dual-earner families. Among the variations worth mentioning, the proportion of respondents stating a willingness to forego earnings for shorter workdays and workweeks was moderately larger among single persons and parents of young children, as compared to couples without children or older children. However, the proportion of each family stage group willing to make significant trades for large gains in these types of non-work time was surprisingly similar. As might be expected, respondents who were in their middle years were less willing to forego earnings for shorter workdays and workweeks than those who were younger or older (tables 33 and 34, Appendix IV). Aside from lending some support to the view that the lack of shorter workdays and workweeks may be a problem for mothers seeking employment, these breakdowns provided little basis for isolating target groups needing assistance in the removal of work time barriers.

While the time-income tradeoff preferences of marginal labor force participants suggest that there are no widespread problems with work time barriers of the sort that would prevent employment, it is another matter to assess the impact of enlarged work time options on the growth of the labor force. The removal of barriers for an estimated 10 or 15 percent of jobseekers who might not otherwise find employment would certainly encourage a relatively small number of persons with similar constraints to enter the labor force. However, this in itself could not be expected to create a surge in labor force growth. On the other hand, the creation of more work time options would most certainly make the prospect of employment considerably more appealing to many persons not now in the labor force. Unfortunately, the data collected for this study do not provide information allowing even a crude speculation on the magnitude of such growth.

In summing up this discussion of work time barriers, it should be emphasized that the data used for the analysis of this issue are far less than ideal. The small number of respondents makes many of the observations statistically unreliable. More important, the questions, themselves, were not designed for non-working respondents, thus, raising the possibility that answers to survey questions may be invalid. However, with these caveats firmly in mind, it can be said that there are indications that work time barriers to employment do exist for a small portion of jobseekers, but that the problem is not widespread.

School, Retirement, and the Lifetime Distribution of Work

So far, this study has analyzed survey data that strongly suggest that a large number of workers would prefer more free time during the work years of their lives. But what about the non-work years of the life cycle? How do people feel about the historic trend toward increasing non-work time at the extremes of the life cycle in the form of schooling for the young and retirement for those in the later stage of life? Two questions were fielded to make a preliminary exploration of this issue. One deals with work during the school years, and the other with work during retirement years. The questions are extremely general, somewhat ambiguous, and will leave many issues unresolved. However, the responses do provide a rough indication that current trends concerning the distribution of work over the total life cycle may become a pressing policy issue of the future.

The question dealing with work and schooling asked respondents whether they thought it best for young persons to go straight through their formal education in youth (with the exception of summers) before starting career-oriented work involvements, or if it would be better for young persons to alternate periods of school enrollment with significant amounts of work for a longer portion of life before undertaking a career involvement. The responses of workers were almost equally divided, with 51.3 percent choosing the more flexible-cyclic pattern of work and education, and 48.7 percent choosing the more linear pattern of consecutive schooling before work (table 16). Responses for the total sample of workers and non-workers combined were essentially the same (table 35, Appendix IV).

For both the total sample and subsample of workers, the choices between these two school-work scheduling options remained essentially equal when responses were broken down by major social characteristics (table 16 and table 35, Appendix IV). One exception was that those in professional occupations, who are personally concerned with repeatedly updating their skills, had a moderately greater preference for the cyclic school-work

Table 16

WORKER PREFERENCES TOWARD SCHOOL SCHEDULING FLEXIBILITY
BY SELECTED SOCIAL CHARACTERISTICS
(Percentage Breakdowns)

Social Characteristics	Flexible School Schedule	Traditional Linear School Schedule	Correlation (Cramer's v)	Number of Respondents
Total	51.7	48.3	NA	951
Occupation			.0674	
Prof-Tech	53.1	46.9		179
Managerial	49.6	50.4		119
Clerical-Sales	46.8	53.2		126
Skilled Labor	52.1	47.9		240
Operatives-Laborers	57.3	42.7		164
Service	51.0	49.0		98
Farm	41.7	58.3		12
Education			.0836	
Some H.S. or Less	52.2	47.8		203
High School Degree	48.7	51.3		316
Some College	53.7	46.3		229
College Degree	51.6	48.4		95
Some Graduate School	54.9	45.1		102
Total Family Income			.0905	
Under $4,999	55.6	44.4		63
$5,000-$9,999	52.1	47.9		144
$10,000-$14,999	55.4	44.6		195
$15,000-$19,999	51.6	48.4		190
$20,000-$24,999	50.0	50.0		132
$25,000-$34,999	40.2	59.8		107
Over $34,999	51.8	48.2		85
Union Affiliation			.0387	
Member	51.5	48.5	(Phi)	202
Non-Member	51.7	48.3		737
Form of Payment for Work			.0792	
Wage	51.3	48.7		448
Salary	53.5	46.5		344
Other	47.4	52.6		134
Hours Worked Weekly			.1034	
Under 34	53.5	46.5		198
35-39	48.0	52.0		102
40-44	50.1	49.9		435
Over 44	54.2	45.8		216
Major Activity of Spouse				
Men			NA	
Not Married	58.5	41.5		135
Working Full-time	54.4	45.6		158
Working Part-time	44.9	55.1		69
Unemployed & Off-Job	55.9	44.1		34
Keeping House & Other	48.1	51.9		206
Women			NA	
Not Married	50.9	49.1		116
Working Full-time	47.8	52.2		180
Working Part-time	45.5	54.5		11
Unemployed & Off-Job	60.0	40.0		15
Keeping House & Other	46.2	53.8		13
Sex			.0315	
Men	52.7	47.3	(Phi)	611
Women	49.4	50.6		340
Marital Status			.0494	
Single	54.9	45.1		182
Married	50.2	49.8		657
Div-Sep-Widowed	55.1	44.9		107
Number of Dependents			.0763	
None	51.3	48.7		390
One	57.1	42.9		189
Two	51.8	48.2		191
Three	47.6	52.4		105
Four or More	42.5	57.5		73
Age of Youngest Child			.1067	
No Children	50.0	50.0		366
Under 5 Years	59.2	40.8		196
5-9 Years	51.6	48.4		126
10-14 Years	49.2	50.8		118
Over 14 Years	40.5	59.5		111
Age			.1163	
Under 25	52.9	47.1		170
25-34	57.7	42.3		260
35-49	46.3	53.7		283
50-64	50.2	49.8		223
Over 64	53.8	46.2		13
Race			.0560	
White	51.4	48.6	(Phi)	814
Nonwhite	52.3	47.7		132

QUESTION: In general, which of the following approaches for the education of young persons do you think would be best? (A) Continuous attendance in school (except summers) until all formal high school or college has been completed and the young person is ready to begin work in a chosen occupation, (B) Continuous attendance in school (except summers) through junior high school, followed by more-or-less equal alterations between work experiences and schooling until the young person has finished high school or college and is ready to begin work in a chosen occupation.

schedule. Preferences for the more linear schedule grew with the number of children and age of youngest child. Preferences remained equally divided as age increased among workers, but preferences for the cyclic school-work option were moderately greater among young persons from the total population. Most likely, this discrepancy can be attributed to the fact that more younger persons from the total population were still in school, and students tended to strongly favor the cyclic option.

The school-work scheduling preference question was only one of many that might have been used to assess the desire to intermingle more work activity into the school years of youth. Although responses to this question leave many issues open, they do indicate that the American population and work force is about equally divided on the point of whether schooling should take place in consecutive years of formal training, as opposed to a more flexible approach involving considerable work activity for both financial and educational purposes. While this study's data concerning the relationship between education and work are very limited, it is reasonable to hypothesize that the preferences of half the sample for flexible school-work scheduling in youth, coupled with interest expressed in more free time during the traditional workyears, could indicate that a significant portion of the American public may also be interested in various "lifelong learning" activities well beyond the traditional school years of youth.

A second question dealing with the lifetime distribution of work asked respondents the extent of work activity they would prefer at age 65. In response, 23.1 percent of the working population said they did not want to work at all, 44.9 percent reported they would like to work part-week all year (allowing for vacations), 10.4 percent chose to work full time for only part of the year, 9.1 percent expressed an interest in continuing to work full time, and 12.5 percent were not sure of their preferences (table 17). General responses to this question by the total sample were virtually the same (table 18).

As might be expected from the results of other research,[140] worker responses to this retirement age work time question varied according to major social characteristics (table 17). Those in the more physically demanding occupations were more prone to choose no work at age 65; respondents from professional occupations, whose jobs were not physically taxing but likely to provide generous pensions, were only slightly less than average in their disposition to cease work totally; and

---

[140] An excellent survey of this research can be obtained from Philip L. Rones, "Older Men--The Choice Between Work and Retirement," *Monthly Labor Review*, November 1978, pages 3-10.

Table 17

WORKER RETIREMENT AGE WORK TIME PREFERENCES BY SELECTED SOCIAL CHARACTERISTICS
(Percentage Breakdowns)

Social Characteristics	No Work at All	Part-week Work	Part-year Work	Full-time Work	Not Sure	Correlation (Cramer's v)	Number of Respondents
Total	23.1	44.9	10.4	9.1	12.5	NA	955
Occupation						.1402	
Prof-Tech	19.4	30.6	13.3	11.1	5.6		180
Managerial	18.5	45.4	10.9	9.2	16.0		130
Clerical-Sales	22.2	48.4	13.5	3.2	12.7		126
Skilled Labor	27.1	43.8	9.6	6.3	13.3		240
Operatives-Laborers	34.9	34.3	6.0	10.2	14.5		166
Service	11.2	48.0	8.2	16.3	16.3		98
Farm	0	61.5	15.4	15.4	7.7		13
Education						.1363	
Some H.S. or Less	26.1	39.4	6.9	8.9	18.7		203
High School Degree	26.4	44.3	8.5	8.2	12.6		318
Some College	20.1	43.7	13.5	10.5	12.2		229
College Degree	19.8	51.0	14.6	7.3	7.3		96
Some Graduate School	16.7	54.9	12.7	10.8	4.9		102
Total Family Income						.0944	
Under $4,999	19.0	52.4	7.9	9.5	11.1		63
$5,000-$9,999	13.1	48.3	11.0	11.7	15.9		145
$10,000-$14,999	24.6	44.6	10.8	6.2	13.8		195
$15,000-$19,999	27.7	46.1	8.9	6.8	10.5		191
$20,000-$24,999	26.3	42.1	12.0	10.5	9.0		133
$25,000-$34,999	28.0	47.7	12.1	2.8	9.3		107
Over $34,999	22.4	40.0	11.8	15.3	10.6		85
Union Affiliation							
Member	33.7	40.1	9.4	4.5	12.4		202
Non-Member	20.5	46.2	10.4	10.3	12.3		741
Major Activity of Spouse							
Men						NA	
Not Married	17.5	48.2	10.2	10.2	13.9		137
Working Full-time	30.4	37.3	7.6	8.9	15.8		158
Working Part-time	27.5	39.1	18.8	8.7	5.8		69
Unemployed & Off-Job	23.5	44.2	11.8	8.8	14.7		34
Keeping House & Other	24.2	47.3	10.6	9.2	8.7		207
Women						NA	
Not Married	8.6	51.7	12.9	13.8	12.9		116
Working Full-time	28.2	42.5	8.8	4.4	16.0		181
Working Part-time	36.4	36.4	9.1	9.1	9.1		11
Unemployed & Off-Job	20.0	40.0	6.7	20.0	13.3		15
Keeping House & Other	23.1	61.5	0	15.4	0		13
Sex						.0559	
Men	24.4	46.0	10.7	9.3	11.6		614
Women	20.8	46.6	9.7	8.8	14.1		341
Marital Status						.0863	
Single	13.7	49.2	10.9	13.1	13.1		183
Married	26.9	43.1	10.0	8.0	12.0		659
Div-Sep-Widowed	16.7	49.1	12.0	8.3	13.9		108
Number of Dependents						.0741	
None	19.3	49.9	9.7	9.2	12.0		393
One	22.8	42.9	9.0	10.6	14.8		189
Two	29.8	35.6	13.6	8.9	12.0		191
Three	24.8	46.7	10.5	9.5	8.6		105
Four or More	25.7	45.9	9.5	4.1	14.9		74
Age of Youngest Child						.0774	
No Children	19.0	50.4	9.8	9.5	11.4		369
Under 5 Years	21.4	43.4	13.3	7.1	14.8		196
5-9 Years	24.4	38.6	12.6	11.8	12.6		127
10-14 Years	29.7	43.2	5.9	7.6	13.6		118
Over 14 Years	31.5	39.6	9.0	9.9	9.9		111
Age						.1276	
Under 25	14.6	42.7	9.4	14.6	18.7		171
25-34	19.2	46.9	14.6	7.3	11.9		260
35-49	29.1	40.7	12.3	6.0	11.9		285
50-64	27.7	48.2	4.5	10.3	9.4		224
Over 64	7.7	76.9	0	15.4	0		13
Race						.0809	
White	21.8	45.5	11.2	9.2	12.3		818
Nonwhite	31.1	41.7	4.5	9.1	13.6		132

QUESTION: Considering your expected financial situation and ability to stay in or change your current line of work when you rea retirement age, which of the following work time options would you personally prefer at age 65? (A) No work at all, (B) Work part time or short workweeks year around (with vacations); (C) Work full time for only a portion of the year, (D) Work full time year around (with vacations), (E) Not sure.

Table 18

GENERAL POPULATION RETIREMENT AGE WORK-TIME PREFERENCES BY SELECTED SOCIAL CHARACTERISTICS
(Percentage Breakdowns)

Social Characteristics	No Work at All	Work Part-week All Year	Work Full-time Part-year	Work Full-time All Year	Not Sure	Correlation (Cramer's v)	Number of Respondents
Total	26.8	43.0	8.6	8.9	12.8	NA	1,555
Labor Force Attachment						.1011	
Employed Worker	23.1	44.9	10.4	9.1	12.5		955
Unemployed	22.9	39.8	9.6	14.5	13.3		83
Potential Worker	19.4	49.5	4.9	10.7	15.5		103
Not Potential Worker	37.7	37.4	5.1	7.0	12.8		414
Major Activity						.1104	
Working Full-time	24.2	42.2	11.3	9.6	12.7		718
Working Part-time	18.0	52.5	7.1	9.8	12.6		183
Unemployed or Off Job	25.4	41.8	8.5	10.1	14.3		189
Retired	50.0	28.9	3.1	5.5	12.5		128
School	12.0	72.0	0	12.0	4.0		25
Keeping House	29.8	43.5	6.0	7.6	13.0		315
Hours Worked Each Week						.1038	
Not Working	33.2	39.8	5.0	8.7	13.4		576
Under 35	17.0	51.5	7.9	9.4	13.4		202
35-39	21.1	45.9	5.5	9.2	18.3		109
40-44	27.9	48.8	12.2	7.3	11.8		451
Over 44	18.4	47.5	11.7	12.6	13.3		223
Age						.1130	
Under 25	16.2	42.3	7.9	14.6	19.0		253
25-34	22.4	47.8	12.1	6.3	11.3		379
35-49	28.5	40.8	11.6	7.9	11.1		431
50-64	31.2	44.9	3.1	9.1	11.7		385
Over 64	42.2	33.9	4.6	8.3	11.0		109
Occupation						.1020	
Professional-Technical	22.7	47.2	11.2	10.8	8.2		269
Manager	23.0	46.9	10.2	6.6	13.3		196
Clerical-Sales	27.0	43.4	12.2	5.1	12.2		196
Skilled Labor	29.0	43.9	8.0	6.1	13.0		362
Operatives-Laborers	35.7	33.2	5.4	10.8	14.8		277
Service	17.9	45.7	6.0	14.6	15.9		151
Farm	16.1	41.9	9.7	19.4	12.9		31
Education						.1194	
Elementary or Less	33.3	37.0	4.3	9.3	16.0		162
Some High School	28.4	38.3	5.0	12.3	16.1		261
High School Degree	28.8	42.7	7.4	7.4	13.7		517
Some College	23.9	44.3	11.2	9.5	11.2		348
College Degree	21.2	49.6	14.6	7.3	7.3		137
Graduate School	20.0	52.3	12.3	8.5	6.9		130
Family Cycle Stage						.0727	
Single	19.9	48.0	7.4	10.5	14.2		296
Couple Without Children	34.3	39.9	6.2	6.9	12.7		306
Children Under Age 14	25.7	43.7	9.4	8.7	12.5		670
Children Over Age 14	31.7	41.4	9.0	8.3	9.7		145
Total Family Income						.0615	
Under $4,999	27.2	43.8	5.3	10.7	13.0		169
$5,000-$9,999	25.3	42.0	7.6	10.4	14.6		288
$10,000-$14,999	27.4	42.2	8.9	6.3	13.2		303
$15,000-$19,999	26.8	46.1	7.9	7.5	11.8		280
$20,000-$24,999	27.7	41.3	11.4	9.2	10.3		184
$25,000-$34,999	28.4	46.6	11.5	5.4	8.1		148
Over $34,999	25.1	39.8	11.0	13.6	10.2		118
Race						.0622	
White	26.2	43.1	9.1	8.8	12.8		1,335
Nonwhite	29.1	43.5	4.5	10.3	12.6		223
Sex							
Men	27.1	42.2	9.4	9.5	11.8		789
Women	26.3	44.1	7.6	8.4	13.7		776

QUESTION: Considering your expected financial situation and ability to stay in or change your current line of work when you reach retirement age, which of the following work time options would you personally prefer at age 65? (A) No work at all, (B) Work part time or short workweeks year around (with vacations), (C) Work full time for only a portion of the year, (D) Work full time year around (with vacations), (E) Not sure.

those in service and clerical occupations, who might be expected to have more part-time job opportunities, 141/ were moderately more disposed to less than "full time" employment. Those with higher levels of education, who could be expected to have higher paying and less physical jobs as well as high "leisure competency," had notably high interest in both part-week and part-year work. Union members, who could be assumed to have better private pension coverage as well as more physically demanding jobs, were more prone to full withdrawal from work activities. The proportion of respondents choosing no work at all grew only slightly with the rise of earnings, which was sonething of a surprise because one might expect that persons with higher incomes could best afford total free time. Retirement age work time preferences varied only moderately, with erratic patterns among respondents from dual-earner and single-earner households. Increase in the age of youngest child, which indicates a decline in financial dependents, was associated with increased preference for total labor force withdrawal. Minority group respondents, who generally have poorer than average health in old age, as well as lower pensions and declining employment opportunities, still expressed a higher interest in full retirement than whites. Finally, increasing age

---

141. Ibid; and William Deutermann and Scott Brown, "Voluntary Part-time Workers: A Growing Part of the Labor Force," Monthly Labor Review, June 1978, pages 8-10.

among working respondents was accompanied by declining interest in full retirement and less indecision about choices. However, the fact that many older workers wishing to retire will have done so, requires that a more detailed analysis be made of the impact of age.

Breakdowns of retirement age work preferences within the total sample of workers and non-workers indicate two notable differences from the response patterns of the working respondents (table 18). Particularly important, the previously observed impact of age is strongly reversed. Among the total population sample, the desire for full retirement increases dramatically with age. However, it is also important to observe that the desire for full retirement among the total sample is still less than 50 percent, and that about half of those respondents reported to be fully retired at the time of the survey preferred some work activity. The second reversal between the total sample and that of the workers was that the desire for full withdrawal from wotk declined slightly with the rise of income, suggesting that factors other than the financial ability to retire are important in the work withdrawal decision. More detailed breakdowns among the total sample over age 50 indicated much the same patterns as those observed for the total sample (table 36, Appendix IV).

Retirement work age choices, along with previously cited time-income tradeoff preferences broken down by age and the response to questions dealing with the exchange of earnings for earlier retirement, indicate that there is a wide diversity of desires toward work time conditions during the later stages of life. In terms of social policy, these data provide a clear mandate for the encouragement of a wide variety of work time options for the older population.

What was said about retirement age work preferences appears to follow also for the work time choices of those in mid-life and the traditional school years. While many persons appear to prefer the segregation of education, work, and leisure into three stages of life, there appears to be at least an equal number of persons who would choose more flexibility in the lifetime scheduling of these activities. Aside from the humanistic benefits that might be accrued by adjusting public and private sector policies to maximize individual choice in these matters, the future economic costs of pensions and problems associated with prolonged schooling 142/ may

---

142. For some discussion of the problems in utilizing growing educational attainment and their implications for lifetime scheduling, see Fred Best and Barry Stern, "Education, Work, and Leisure--Must They Come in That Order?," Monthly Labor Review, July 1977, pages 3-10.

foster an increasing necessity to consider the viability of increasing overall life scheduling flexibility. If future conditions do require consideration of such changes, the American public is likely to be reasonably receptive.

VI. OVERVIEW AND CONCLUSIONS

What has this exploratory national survey on work time preferences shown us? In a very brief overview, the data suggest that a significant portion of the American work force may desire work time arrangements significantly different from those which are currently prevalent. Further, these preferences could be supportive of a number of public policies to improve the quality of work, reduce unemployment, remove barriers to employment, and ease emerging problems resulting from prolonged schooling and retirement.

While there are always shortcomings and questions about national survey research, the data collection process and the size of the sample for this study provide reasonable assurance that the responses are representative of national opinion concerning the questions posed to the respondents. Second, a lack of "crazy answers" and consistency of stated work time preferences broken down by each other indicate that the questions were understood and answered with valid responses.

There is always a question as to whether survey respondents will behave in the way indicated by their answers to survey questions. Realistically, it can be expected that respondents, and American workers in general, would in reality be more conservative in exchanging earnings for time. However, a few remote cases in which workers were given actual choices similar to those presented in this survey suggest that "real life" choices between time and income may be closer to the survey responses than commonly imagined.

One of the most interesting examples of such tradeoffs comes from Santa Clara County in California. During 1976, the county was experiencing budgetary problems and expected to make substantial cutbacks of personnel. After intensive and prolonged union-management negotiations, 143/ a voluntary time-income

---

143. "County Staff May Trade Pay Cuts for Time Off," San Jose Mercury, February 5, 1976; "Voluntary Reduced Workhours and Pay Program," Memorandum from R. M. Nyman, Deputy County Executive, Santa Clara County, March 23, 1976; Michael Baratz, "Press Release," Local 715, Service Employees International Union, AFL-CIO, June 27, 1976.

tradeoff and work sharing program was put into effect which provided all employees with the options of no reduction of earnings for time, 5 percent reduction of current annual pay for 10 1/2 added days of paid vacation, 10 percent of income for two 21-day vacations. 144/ Within a year after the program had been put into effect, the combined forces of the desire to save jobs and gain more free time resulted in 17 percent of the approximately 10,000 county employees choosing one of the three tradeoff options. As a result, there were no layoffs. Of those who made tradeoffs, 55 percent chose the 5 percent option, 26 percent the 10 percent option, and 17 percent the 20 percent option. About 71 percent of the participants were women who worked in clerical or social service jobs. 145/ During the second year, the portion of all county workers involved in the program fell to 7 percent due to reduced threats of layoff and the resistance of middle management to the participation of their employees in the program. 146/ However, the notion of such tradeoff

---

144. "Agreement Between Locals 715 and 535, Service Employees International Unions and the County of Santa Clara," July 16, 1976.

145. Testimony of Dan McCorquodale, Leisure Sharing, Hearings of the Select Committee for Investment Priorities and Objectives, California State Senate, Sacramento, Calif., November 1, 1977, pages 41-48.

146. *Ibid*, page 43.

choice became so popular that the union made it a major bargaining point in subsequent contract negotiations. 147/

While the proportion of employees participating in this tradeoff program was a good deal smaller than the percentage stating willingness to forego income for vacation in the survey, a few specifications should be made. Most important, it should be noted that the Santa Clara exchange options started at 5 percent rather than 2 percent, and that 23.2 percentage points of the 42.1 percent of the national survey sample wishing to make a vacation-income trade were in the 2 percent tradeoff category (table 10). At the same time, it is also true that the Santa Clara County employees were likely to have a higher pay level than the national work force, and may have included groups and occupations more prone to forego earnings for time.

Despite the absence of a direct match between the Santa Clara tradeoff behaviors and other similar cases 148/

---

147. "Testimony of Michael Barratz," Leisure Sharing, op.cit., pages 42-66; and "Testimony of Dan McCorquodale," op.cit., page 42.

148. "Statement of James Hooley," Leisure Sharing, op.cit., pages 128-135; Kathy Sawyer, "Unpaid Time Off Studied," Washington Post, December 28, 1977, pages A1 and A5; Edith Lynton, "Voluntary Furloughs," Alternatives to Layoffs, New York City Commission on Human Rights, New York, April 3-4, 1975, pages 14-15; and John Perham, "New Life for Flexible Compensation," Dun's Review, September 1978.

with the national survey, such comparisons do indicate that the survey responses are likely to reflect far more than wishful thinking on the part of respondents. Further, the existence of time-income tradeoff options incorporating other forms of potential free time would likely result in additional exchanges, both immediately and over the long run as individuals come to confront new constraints and options over the course of their life and family cycles.

Wether or not the desire for more free time will grow in coming years is a matter of speculation. On the one hand, low economic growth, inflation, and the mid-life financial squeeze of the maturing "baby boom" generation could stultify or lessen current interest in exchanging income for time. On the other hand, the continued growth of women workers and dual-earner families, increasing portions of longer-living older workers, trends toward recurrent education in mid-life, and the possibility that values may be shifting away from materialism could push American society toward an increasing desire for work time reduction. 149/ In any case,

---

149. For some thoughtful speculations on the future desire for more free time, see John Owen, "Hours of Work in the Long Run: Trends, Explanations, Scenarios, and Implications," Work Time and Employment, Special Report No. 28, National Commission for Employment Policy, Washington, D. C., 1979; and Daniel Bell, Coming of Post-Industrial Society, Basic Books, New York, 1973, pages 456-474.

it is reasonable to conclude from this study that a very large minority, and very possibly a majority, of today's U. S. work force would forego income for some form of free time.

What should be done about this desire for less than "full-time" work? Most economists and institutional leaders would be the first to agree that the creation of a true "free market" allowing individuals to optimize work time choices would be a laudable goal. At the same time, they would hasten to add that creation of such conditions would have its costs as well as its benefits. Very briefly, there are three barriers to the creation of more time-income tradeoff options that merit pointed attention:

(1) In addition to wages and salaries, most employers undertake substantial fixed costs for each employee which increase the hourly costs of labor as work time is reduced. Employer expenditures for each employee for health insurance, training, and Government programs such as Social Security commonly vary little, if at all, according to the time an employee works. 150/ Indeed, it is common

---

150. Joseph Garbarino, "Fringe Benefits and Overtime as Barriers to Expanding Employment," Industrial and Labor Relations Review, April 1964, pages 426-442; Robert L. Clark, Adjusting Hours to Increase Jobs, Special Report No. 15, National Commission for Employment Policy, Washington, D. C., September 1977; Patricia Schroeder, "Keynote Speech," Work Time and Employment, Special Report No. 28, National Commission for Employment Policy, Washington, D. C., 1979; Sherwin Rosen, "The Demand for Hours of Work and Employment," Ibid; and Fred Best, "Individual and Firm Work Time Decisions: Comment," Ibid.

that these fixed costs amount to about 30 percent of the average employee's base pay, if not more. 151/ As such, the cost of these expenditures per hour of labor increases as work time is reduced. Clearly, such fixed costs are a major barrier to work time reductions.

(2) In many cases, public statutes make it expensive, difficult, and even impossible for employers to adjust work time to the needs and desires of their employees. Most particularly, the current Fair Labor Standards Act defines the standard workweek as 40 hours and requires a penalty of time-and-a-half pay for working employees more than 8 hours a day. This and other laws complicate the creation of alternative work time arrangements, such as a 2-day, 20-hour workweek which allows an employee to avoid the problem of coming to work a third day for only 4 hours work.

(3) The constraints and options concerning work time vary tremendously among work organizations. 152/ A small twenty-person firm organized around piecemeal production will have different work time possibilities than a large assembly line corporation which depends upon a high level of integration between capital and labor. While there are rarely organizations which cannot make some adjustments, the possibilities vary tremendously. Work time reductions may be impossible or extremely costly for some firms, but a minimal problem for others.

While work time reductions and changes may also provide notable benefits to organizations in such forms as increased productivity, higher morale, lower turnover,

---

151. 1977 Handbook of Labor Statistics, U. S. Department of Labor, page 237; and U. S. Chamber of Commerce, Employee Benefits, 1975, Washington, D. C., 1976.

152. For a general discussion of organizational constraints and options, see Jay Galbraith, Designing Complex Organizations, Addison-Wesley Publishing Company, Reading, Mass., 1973; James Thompson, Organizations in Action, McGraw-Hill Book Company, New York, 1967; and Curt Tausky, Work Organizations, Peacock Publishers, Itasca, Ill., 1970, pages 76-117.

and reduced absenteeism; 153/ the evidence to date suggests that the costs to most employers for work time reductions commonly outbalance the benefits. At the same time, it must be emphasized that the benefits to the firm, society, and individual workers may also be substantial, and that the existence of barriers to work time reductions should not necessarily be viewed as insurpassable. If the interest in more free time is as great as indicated by this survey, and this interest persists or grows, it will be necessary for individuals, employers, and Government to assess whether the costs of increasing opportunities for work time reduction are worth the benefits that such reductions may bring.

---

153. Isabel V. Sawhill, "Testimony," Changing Patterns of Work in America, 1976, Committee on Labor and Public Welfare, United States Senate, April 7-8, 1976, pages 467-473; and Stanley D. Nollen, Brenda B. Eddy, and Virginia H. Martin, Permanent Part-time Employment, Praeger Special Studies, Praeger Publishers, New York, 1978.

APPENDIX I

SURVEY QUESTIONS

Core Questions on Work Time and Special Control Variables

Now we'd like to ask you a number of questions about giving up some income for more free time. If you are not working, or working a short week (under 40 hours), please try to answer the questions by assuming that you are now working about 40 hours a week.

V19. Some people would like to work more hours a week if they could be paid for it. Others would prefer to work fewer hours per week even if they earned less. Assuming that there would be no special rates for longer hours and that your job security would not be affected, which one of the following choices best reflects your feelings--A, B or C?

A. Work longer hours than you now work and earn proportionally more money. . . . . . .(19)__-1

B. Work the same hours that you now work and earn the same amount of money . . . . __-2

C. Work shorter hours than you now work and earn proportionally less money. . . . . . . __-3

V20. Now suppose that your employer told you that you could have a pay increase or an equivalent reduction in your work time. There are five possibilities--A, B, C, D or E below. Which one of these options would be your first choice?

V21. Which option would be your second choice?

V22. And which would be your third choice? (READ LETTERS LEFT, IF NECESSARY)

V23. And which would be your fourth choice? (READ LETTERS LEFT, IF NECESSARY)

V24. And, finally, which would be your fifth choice?

	First Choice	Second Choice	Third Choice	Fourth Choice	Fifth Choice
	(20)	(21)	(22)	(23)	(24)
A. 2% pay increase (1/50th) more than your current income.	___-1	___-1	___-1	___-1	___-1
B. Each workday reduced 10 minutes.	___-2	___-2	___-2	___-2	___-2
C. Shortening of Friday (or another workday) by 50 minutes.	___-3	___-3	___-3	___-3	___-3
D. 5 additional days (1 workweek) of paid vacation each year. . . .	___-4	___-4	___-4	___-4	___-4
E. Earlier retirement by accumulating 7 days each year until retirement . .	___-5	___-5	___-5	___-5	___-5

The next group of questions asks you to choose between a pay increase and reducing your work time in a variety of ways. Once again, assume that you are now working 40 hours a week and that choice of work time reductions will not affect your job security.

V25. Which one of the following choices between a pay raise and a reduced workday would you select--A, B, C or D?

A. 10% pay raise (1/10th of your current income) and no reduction in each workday . . . .(25)__-1
B. 6% pay raise and a 19 minute reduction of each workday. . __-2
C. 3% pay raise and a 34 minute reduction of each workday. . __-3
D. No pay raise and a 48 minute reduction in each workday. . __-4

V26. Which one of these is your choice between a pay raise and a shorter workweek--A, B, C or D?

A. 10% pay raise (1/10th more income) and no time off workweek. . . . .(26)__-1
B. 6% pay raise and 1 2/3 hours (96 minutes) off 1 workday a week. . . . . __-2
C. 3% pay raise and 2 4/5 hours (168 minutes) off 1 workday a week. . . . . __-3
D. No pay raise and 4 hours off 1 workday a week . . . . . . __-4

V27. What is your choice between a pay raise and a longer paid vacation--A, B, C or D?

A. 10% pay raise (1/10th more income) and no added vacation time . . . .(27)__-1

B. 6% pay raise and 10 workdays of added paid vacation. . . . . __-2

C. 3% pay raise and 17½ workdays of added paid vacation. . . . . __-3

D. No pay raise and 25 workdays added paid vacation. . . . . __-4

V28. What is your choice between a pay raise and an extended leave with pay from work after six years of work--A, B, C or D?

A. 10% pay raise (1/10th more income) and no leave time. . . . .(28)__-1

B. 6% pay raise and 12 workweeks (60 workdays) paid leave . . . . __-2

C. 3% pay raise and 21 workweeks (105 workdays) paid leave . . . . __-3

D. No pay raise and 30 workweeks (150 workdays) paid leave. . . . . __-4

V29. What is your choice between a pay raise and earlier retirement--A, B, C or D?

A. 10% pay raise (1/10th more income) and no change in retirement plan. . . . .(29)__-1

B. 6% pay raise and 10 workdays earlier retirement for each future year of work. . . . . __-2

C. 3% pay raise and 17½ workdays earlier retirement for each future year of work. . . . . __-3

D. No pay raise and 25 workdays earlier retirement for each future year of work. . . . . __-4

Now we'd like to know how much of your current earnings you would be willing to exchange for various forms of free time. Once again, assume that you are now working about 40 hours a week and that reductions of your work time will not affect your job security.

V30. What is the largest portion of your current yearly income that you would be willing to give up for shorter workdays? Just call off the letter that applies.

A. Nothing . . . .(30)__-1
B. 2% (1/50th) of your income for 10 minutes off each workday. . . . . __-2
C. 5% (1/20th) of your income for 25 minutes off each workday. . . . . __-3
D. 12% (1/8th) of your income for 1 hour off each workday. . . . . __-4
E. 30% (3/10ths) of your income for 2½ hours off each workday. . . . . __-5
F. 50% (1/2) of your income for 4 hours off each workday. . . . . __-6

V31. What is the largest portion of your current yearly income that you would be willing to give up for shorter workweeks? Just call off the letter that applies.

A. Nothing . . . .(31)__-1
B. 2% (1/50th) of your income for 50 minutes off 1 workday a week. . . . . __-2
C. 10% (1/10th) of your income for 4 hours off 1 workday a week. . . . . __-3
D. 20% (1/5th) of your income for 1 full workday off each week . . . . __-4
E. 40% (4/10ths) of your income for 2 full workdays off each week . . . . __-5
F. 50% (1/2) for 2½ workdays off each week . . . . . . __-6

V32. What is the largest portion of your current yearly income that you would be willing to give up in exchange for more paid vacation time? Just call off the letter that applies.

A. Nothing . . . .(32)__-1
B. 2% (1/50th) of your income for 5 workdays added paid vacation each year . . . . __-2
C. 5% (1/20th) of your income for 12½ workdays added paid vacation each year . . . . __-3
D. 10% (1/10th) of your income for 25 workdays added paid vacation each year . . . . __-4
E. 20% (1/5th) of your income for 50 workdays (10 workweeks) added paid vacation each year. . . . __-5
F. 33% (1/3rd) of your income for 87½ workdays (17½ workweeks) added paid vacation each year . . . __-6

V33. What is the largest portion of your current yearly income that you would be willing to give up in exchange for an extended leave with pay every seventh year? Just call off the letter that applies.

A. Nothing . . . .(33)__-1

B. 2% (1/50th) of your yearly income for 7 workweeks paid leave after six years of work. . . . . __-2

C. 5% (1/20th) of your income for 17½ workweeks paid leave after six years of work . . . . __-3

D. 10% (1/10th) of your yearly income for 35 workweeks paid leave after six years of work. . . . . __-4

E. 15% (3/20ths) of your income for 52 workweeks (1 workyear) paid leave after six years of work . . __-5

V34. What is the largest portion of your current yearly income that you would be willing to give up for earlier retirement? Just call off the letter that applies.

A. Nothing . . . .(34)__-1

B. 2% (1/50th) of your income for earlier retirement at a rate of 5 workdays for every year worked until retirement . . . . __-2

C. 5% (1/20th) of your income for earlier retirement at a rate of 12½ workdays for every year worked until retirement . . . . __-3

D. 10% (1/10th) of your income for earlier retirement at a rate of 25 workdays for every year worked until retirement . . . . __-4

E. 20% (1/5th) of your income for earlier retirement at a rate of 50 workdays for every year worked until retirement . . . . __-5

Now we would like to ask you a few questions about how you might prefer to schedule work, education and leisure over your entire lifespan.

V35. Considering your expected financial situation and ability to stay in or change your current line of work when you reach retirement age, which of the following work time options would you personally prefer at age 65? (or at present, if you are over 65?) Just call off the letter that applies.

A. No work at all. . . . .(35)__-1

B. Work part time or short workweeks year around (with vacations). . . . . __-2

C. Work full time for only a portion of the year . . . __-3

D. Work full time year around (with vacations) . . . . __-4

E. Not sure. . . . . __-5

V36. In general, which of the following approaches for the education of young persons do you think would be best--A or B?

A. Continuous attendance in school (except summers) until all formal high school or college education has been completed and the young person is ready to begin work in a chosen occupation. . . . .(36)__-1

B. Continuous attendance in school (except summers) through junior high school, followed by more-or-less equal alternations between work experiences and schooling until the young person has finished high school or college and is ready to begin work in a chosen occupation. . . . . __-2

The next three questions deal with one way of using reduced work time to prevent unemployment. Assume that you are now working 40 hours a week when you answer.

V37. Assume that it is necessary for your employer to lay off 2 out of every 10 workers for a temporary but unknown period. Assume also, that in order to prevent layoffs the government would give workers one-half of their pre-tax pay for each day they shorten their workweek. In this way, you could get regular pay for working 32 hours, get half your pre-tax pay for the day you did not work, and no one would be laid off. How strongly would you favor or disfavor the use of such a plan in your own work place? Just call off the letter that applies.

A. Strongly favor . . . .(37)__-1

B. Favor somewhat . . . . __-2

C. Neutral. . . . . __-3

D. Disfavor somewhat. . . . . __-4

E. Strongly disfavor. . . . . __-5

V38. What is the longest period that you would be willing to have your workweek reduced in order to prevent layoffs under this plan? Call off the letter that applies.

A. No time at all. . . . .(38)__-1
B. 1-4 weeks . . . . __-2
C. 5-9 weeks . . . . __-3
D. 10-15 weeks . . . . __-4
E. 16-26 weeks . . . . __-5
F. Over 26 weeks . . . . __-6

V39. Assume the government would give you two-thirds of your pretax pay, instead of one-half, for each day of shortened work time. Under these conditions, how strongly would you favor or disfavor reducing your workweek 1 day to prevent layoffs? Just call off the letter that applies.

A. Strongly favor. . . . .(39)__-1
B. Favor somewhat. . . . . __-2
C. Neutral . . . . __-3
D. Disfavor. . . . . __-4
E. Strongly disfavor . . . . __-5

Standard Control Variables Provided by Harris and Associates

V40. What has been the major activity of your spouse (husband or wife) over the last month? Just call off the letter that applies.

A. Not presently married . . . .(40)__-1
B. Working full time . . . . __-2
C. Working part time . . . . __-3
D. Off regular job due to temporary illness, health reasons, vacation or strike . . . . __-4
E. Unemployed, laid-off, looking for work. . . . . . . __-5
F. Retired . . . . __-6
G. School. . . . . __-7
H. Keeping house . . . . __-8

V41. How many financial dependents (children, elderly parents, etc.) other than a non-working spouse do you have? Just call off the letter that applies.

A. None. . . . .(41)__-1
B. 1 . . . . __-2
C. 2 . . . . __-3
D. 3 . . . . __-4
E. 4 . . . . __-5
F. 5 or more . . . . __-6

V42. What is the age of the youngest dependent child in your household? Just call off the letter that applies.

A. No dependent children . . . .(42)__-1
B. Under 5 years . . . . __-2
C. 5 to 9 years. __-3
D. 10 to 14 years. . . . . __-4
E. Over 14 years . . . . __-5

V43. "Working Full Time" (V16)
V44. "Working Part Time" (V16)
V45. "Off Regular Job..." (V16)
V46. "Unemployed, Laid-off, Looking for Work" (V16)
V47. "Retired" (V16)
V48. "School" (V16)
V49. "Keeping House" (V16)

Responses to V16 Originally Coded as Separate Variables Due to Double Answers

V50. "Not Presently Married" (V40)
V51. "Working Full Time" (V40)
V52. "Working Part Time" (V40)
V53. "Off Regular Job..." (V40)
V54. "Unemployed, Laid-off, Looking for Work" (V40)
V55. "Retired" (V40)
V56. "School" (V40)
V57. "Keeping House" (V40)

Response to V40 Originally Coded as Separate Variables Due to Double Answers

V16. Let me ask you a few questions about work and employment. What has been your major activity over the last month--have you been working full or part time, unemployed, going to work, or something else?

A. Working full time . . . . (16)__-1
B. Working part time . . . . __-2
C. Off regular job due to temporary illness, health reasons, vacation or strike . . . . __-3
D. Unemployed, laid off, looking for work. . . . . __-4
E. Retired . . . . __-5
F. Going to school . . . . __-6
G. Keeping house . . . . __-7

(HAND RESPONDENT BOOKLET)
Now we'd like to ask you a few questions about how your work time is arranged. Please read the questions in this booklet along with me and then select the appropriate answer choices.

V17. Again, I'd like you to tell me how you would describe your current employment situation, this time using one of the four answers listed--A, B, C or D.

A. Currently employed in a paying job. . . . . (17)__-1
B. Not employed, but actively searching for a job. . . __-2
C. Not employed, but thinking about looking for work . __-3
D. Not employed, and not thinking of working . . . . . __-4

V18. On the average, what is the total number of hours that you now work each week on a paying job or jobs? Again, just call off the letter that applies.

A. Not working . . . . (18)__-1
B. Under 20 hours. . . . . __-2
C. Between 20 and 34 hours . . . . __-3
D. Between 35 and 39 hours . . . . __-4
E. Between 40 and 44 hours . . . . __-5
F. Between 45 and 49 hours . . . . __-6
G. Over 49 hours . . . . __-7

V12. SURVEY INTERVIEWER MARKED THE GEOGRAPHIC LOCATION OF THE INTERVIEW AS FOLLOWS:

A. East (rows 1 and 2)
B. South (rows 3 and 4)
C. Midwest (rows 5 and 6)
D. West (rows 6 and 7)

V14. SURVEY INTERVIEWER ALSO NOTED THE "SIZE OF PLACE" AS FOLLOWS:

A. City (rows 1,5,6)
B. Suburb (row 2)
C. Town (row 3)
D. Rural (row 4)

V91. Is the main wage-earner of this household an hourly wage worker, salaried, or self-employed in his/her main job?

A. Hourly wage worker. . . . . (91)__-1
B. Salaried. . . . . __-2
C. Self-employed . . . . __-3 (ASK F1b)
D. Retired . . . . __-4
E. Unemployed. . . . . __-5

None of the above:

F. Student . . . . __-6
G. Military service. . . . . __-7
H. Housewife . . . . __-8 (SKIP TO
I. Disabled. . . . . __-9 F2)
J. Other (SPECIFY)
______________________________ . . . . . __-0

V92. What type of work does (did, if retired) the main wage-earner do? (PROBE FULLY, FINDING OUT WHAT THE JOB IS CALLED, DUTIES INVOLVED, ETC., IN ORDER TO CATEGORIZE CORRECTLY BELOW)

A. Professional. . . . .(92)__-1
B. Manager, official . . . . __-2
C. Proprietor (small business) . . . . __-3
D. Clerical worker . . . . __-4
E. Sales worker. . . . . __-5
F. Skilled craftsman, foreman. . . . . __-6
G. Operative, unskilled laborer (except farm). . . . . __-7
H. Service worker. __-8
I. Farmer, farm manager, farm laborer. . . . . __-9
J. Other (SPECIFY)
______________________________________ . . . . . __-0

(ASK EVERYONE)
V93. Are you single, married, widowed, divorced or separated?

A. Single. . . . .(93)__-1
B. Married . . . . __-2
C. Widowed . . . . __-3
D. Divorced. . . . . __-4
E. Separated . . . . __-5

(HAND RESPONDENT CARD "A")
V94. Would you please look at this card and tell me the age category into which you fall. Just call off the letter next to the proper category.

A. 18 to 20. . . . .(94)__-1
B. 21 to 24. . . . . __-2
C. 25 to 29. . . . . __-3
D. 30 to 34. . . . . __-4
E. 35 to 39. . . . . __-5
F. 40 to 49. . . . . __-6
G. 50 to 64. . . . . __-7
H. 65 and over . . . . __-8
Refused*. . . . . __-9

* IF RESPONDENT REFUSES, ESTIMATE HIS/HER AGE RECORD FOR "REFUSED" AS WELL AS THE GROUP YOU ESTIMATE.

(HAND RESPONDENT CARD "B")

V95. Would you please look at this card and tell me which letter represents the highest grade of school that you actually completed?

A. No formal schooling (0 years) . . . .(95)__-1
B. First through 7th grade (1-7 years of school completed). . . . . __-2
C. 8th grade (8 years of school completed) . . . . . . __-3
D. Some high school (9-11 years of school completed). . . . . __-4
E. High school graduate (12 years of school completed). . . . . __-5
F. Some college (1-3 years of college completed) . . . __-6
G. Two year college graduate (completed 2 years community college, etc.). . . . . __-7
H. Four year college graduate (completed 4 years of college) . . . . __-8
I. Post graduate (4 year college graduate and completed at least 1 year of graduate school) . . . __-9
Refused . . . . __-0

V96. Are you a member of a labor union, or is any other member of this household a member of a labor union? (MULTIPLE RECORD IF NECESSARY)

A. Self is member. . . . .(96)__-1
B. Other is member . . . . __-2
C. No union member in household. . . . . __-3
D. Not sure. . . . . __-4
E. Multiple answers of 1 and 2 (Both). . . . . __-5

(HAND RESPONDENT CARD "C")

V97. For statistical purposes only, we need to know your total household income for 1977. Will you please look at this card and tell me which letter best represents all the money the members of this household either earned or received, before taxes, in 1977. This would include both earned income, such as wage and salary, and unearned income, such as welfare, pension, and income from stocks, bonds, real estate, bank accounts, business ventures, and other investments.

A. Under $5,000. . . . .(97)__-1
B. $5,000 to $6,999. . . . . __-2
C. $7,000 to $9,999. . . . . __-3
D. $10,000 to $14,999. . . . . __-4
E. $15,000 to $19,999. . . . . __-5
F. $20,000 to $24,999. . . . . __-6
G. $25,000 to $34,999. . . . . __-7
H. $35,000 and over. . . . . __-8
Not sure/refused* . . . . __-9

* IF RESPONDENT "NOT SURE" OR "REFUSED," RECORD FOR "NOT SURE/REFUSED," AND RECORD FOR THE AMOUNT YOU ARE ESTIMATING.

V98. How much pre-tax income did you earn as an individual during 1977 through a paying job?

A. Under $5,000. . . . .(98)__-1
B. $5,000 to $6,999. . . . . __-2
C. $7,000 to $9,999. . . . . __-3
D. $10,000 to $14,999. . . . . __-4
E. $15,000 to $19,999. . . . . __-5
F. $20,000 to $24,999. . . . . __-6
G. $25,000 to $34,999. . . . . __-7
H. $35,000 and over. . . . . __-8
Not sure/refused. __-9
Did not hold job. __-0

RECORD THE FOLLOWING--DO NOT ASK:

V99. Ethnic Group or Racial Background:

A. White . . . .(99)__-1
B. Black . . . . __-2
C. Oriental. . . . . __-3
D. Spanish-American (Puerto Rican, Mexican-American, etc.) . . . . __-4
E. Other (SPECIFY)
________________________________ . . . . . __-5
F. Not sure. . . . . __-6

V100. Respondent is:

Male. . . . . (100)__-1
Female. . . . . __-2

V101. Length of interview ("X" ONLY ONE):

15 minutes or less. . . . . (101)__-1
16 minutes to 30 minutes. . . . . __-2
31 minutes to 45 minutes. . . . . __-3
46 minutes to 1 hour. . . . . __-4
1 hr. 1 min. to 1 hr. 15 min. . . . . __-5
1 hr. 16 min. to 1 hr. 30 min. . . . . __-6
1 hr. 31 min. to 1 hr. 45 min. . . . . __-7
1 hr. 46 min. to 2 hours. . . . . __-8
2 hrs. 1 min. to 2 hrs. 15 min. . . . . __-9
2 hrs. 16 min. to 2 hrs. 30 min. . . . . __-0
2 hrs. 31 min. to 2 hrs. 45 min. . . . . __-x
More than 2 hours 45 minutes. . . . . __-y

APPENDIX II

DATA COLLECTION METHODS

Surveys conducted regularly by Louis Harris and Associates are based on a national sample of the civilian population of the United States. Alaska and Hawaii, however, are not represented in the sample, nor are those in prisons, hospitals, or religious and educational institutions. The sample is based on census information on the population of each state in the country, and on the population living in standard metropolitan areas and in the rest of the country. These population figures are updated by intercensal estimates produced annually by the Bureau of the Census, and sample locations are selected biennially to reflect changes in the country's demographic profile.

National samples are stratified in two dimensions--geographic region and metropolitan (and nonmetropolitan) residence. Stratification insures that the samples will reflect, within one percent, the actual proportions of those living in the country in different regions and metropolitan (and nonmetropolitan) areas. Within each stratum the selection of the ultimate sampling unit (a cluster of adjacent households) is achieved through a series of steps, a process which is technically called multi-stage cluster sampling. First states, then counties, and then minor civil divisions (cities, towns, townships) are selected with probability proportional to census estimates of their respective household populations.

Maps of the selected civil divisions are obtained and are partitioned by segments containing approximately the same number of households.

The Harris Survey has four of these national samples, and they are used in rotation from study to study. The specific sample locations in one study generally are adjacent to those used in the next study.

Interviews are usually conducted with randomly designated respondents in 200 different locations throughout the country. Interviewers contact a designated number, generally 8, of households within each segment. Harris surveys of a nationwide sample, therefore, usually include 1,600 respondents.

All interviews are conducted in person, in the homes of respondents. At each household the respondent is chosen by means of a random selection pattern, geared to the number of adults of each sex who live in the household. Interviews last approximately one hour in length. When the completed interviews are received in New York, a subsample of the respondents are re-contacted to verify that the data have been accurately recorded. Questionnaires are edited and coded in the New York office. The coded questionnaires are key punched and the data tabulated by standard computer equipment. In essence, the Harris sampling procedure is designed to produce a national cross-section which accurately reflects the actual population of the country 18 years of age and over living in private households. This means that the results of a survey among a national sample can be projected as representative of the country's civilian population 18 years old and above.

APPENDIX III

ESTIMATING RANGES OF ERROR IN SURVEY RESULTS

In analyzing survey data, it should be kept in mind that the results are subject to sampling error (i.e., the difference between the results obtained from the sample and those which would be obtained by surveying the entire population). The size of a possible sampling varies to some extent with the size of the sample and with the percentage giving a particular answer. The following table sets forth the range of error in samples of different sizes and at different percentages of response:

RECOMMENDED ALLOWANCE FOR SAMPLING ERROR (PLUS OR MINUS) AT 95% CONFIDENCE LEVEL

Response	Sample Size					
	1,600	1,200	900	500	250	100
%	%	%	%	%	%	%
10 (90)	2	2	2	3	5	7
20 (80)	2	3	3	4	6	10
30 (70)	3	3	4	5	7	11
40 (60)	3	3	4	5	7	12
50	3	3	4	5	8	12

For example, if the response for a sample size of 1,200 is 30%, in 95 cases out of 100 the response in the population will be between 27% and 33%. This error accounts only for sampling error. Survey research is also susceptible to other errors, such as data handling and interviewer recording. However, the procedures followed by the Harris firm keep errors of this kind to a minimum.

When is a difference between two results significant? As in the case of sampling error, the answer depends on the size of the samples involved and percentage giving a particular answer. The following table has two charts, one showing the significance of difference between different size sample when the percent giving an answer is near 50% and the other showing the significance of difference when the percent giving an answer is near 20 or 80%:

RECOMMENDED ALLOWANCE FOR SIGNIFICANCE OF DIFFERENCE BETWEEN TWO PERCENTAGES AT 95% CONFIDENCE LEVEL

1st Sample Size/ 2nd Sample Size	% Near 50					
	1,600	1,200	900	500	250	100
	%	%	%	%	%	%
1,600	4	4	5	6	8	12
1,200	-	5	5	6	8	12
900	-	-	6	7	8	12
500	-	-	-	7	9	13
250	-	-	-	-	11	14
100	-	-	-	-	-	17

1st Sample Size/ 2nd Sample Size	% Near 20 or 80					
	1,600	1,200	900	500	250	100
	%	%	%	%	%	%
1,600	3	4	4	5	6	10
1,200	-	4	4	5	7	10
900	-	-	4	5	7	10
500	-	-	-	6	7	10
250	-	-	-	-	8	11
100	-	-	-	-	-	13

For example, if one group of size 900 had a response of 56% "yes" for a question and an independent group of size 250 had a response of 43% "yes" for the same question, in 95 cases out of 100, the difference in the "yes" response rate for these two groups would be 13 (56 minus 43), plus or minus 8, or between 5 and 21%.

APPENDIX IV

SECONDARY REFERENCE TABLES

Page

Table 19: Multiple Regression of Selected Predictor Variables on General Tradeoff Preferences Within Selected Subsamples . . 167

Table 20: Worker Preferences Toward Pay Raise-Reduced Workweek Tradeoff Options by Selected Social Characteristics 168

Table 21: Worker Preferences Toward Pay Raise-Added Vacation Tradeoff Options by Selected Social Characteristics 169

Table 22: Worker Preferences Toward Pay Raise-Sabbatical Tradeoff Options by Selected Social Characteristics 170

Table 23: Worker Preferences Toward Pay Raise-Earlier Retirement Tradeoff Options by Selected Social Characteristics 171

Table 24: Multiple Regression of Selected Predictor Variables on Worker Tradeoff Preferences Between Current Income and Shorter Workdays . . . 172

Table 25: Worker Preferences Toward Current Income-Reduced Workweek Tradeoff Options by Selected Social Characteristics 173

Table 26: Multiple Regression of Selected Predictor Variables on Current Income-Vacation Tradeoff Preferences Within Selected Subsample 174

Table 27: Worker Preferences Among Graduated Tradeoffs Between Current Income and Extended Leaves with Pay Every Seventh Year by Social Characteristics . . 175

SECONDARY REFERENCE TABLES
(Continued)

Page

Table 28: Worker Preferences Toward Current Income-Earlier Retirement Tradeoff Options by Selected Social Characteristics 176

Table 29: Multiple Regression of Selected Predictor Variables on Worker Preferences Toward Use of Short-Time Compensation 177

Table 30: Worker Preferences Toward Use of Short-Time Compensation by Selected Time-Income Tradeoff Preferences 178

Table 31: Worker Preferences Concerning the Maximum Desired Duration of Workweek Reduction with Short-Time Compensation as an Alternative to Layoffs by Selected Social Characteristics 179

Table 32: Worker Preferences Toward the Use of Short-Time Compensation with Higher Benefit Level as an Alternative to Layoffs by Selected Social Characteristics 180

Table 33: Unemployed and Potential Workers' Preferences Toward Exchanging Income for Shorter Workdays by Selected Social Characteristics 181

Table 34: Unemployed and Potential Workers' Preferences Toward Exchanging Income for Reduced Workweeks by Selected Social Characteristics 182

Table 35: General Population Preferences Toward School Scheduling Flexibility by Selected Social Characteristics 183

Table 36: Older Population Retirement Age Work Time Preferences by Selected Social Characteristics 184

Table 19

MULTIPLE REGRESSION OF SELECTED PREDICTOR VARIABLES ON GENERAL TRADEOFF PREFERENCES WITHIN SELECTED SUBSAMPLES

Independent Variables (Predictors)	All Workers		Workers By Sex		Workers By Family Cycle Stage		
	Standardized Regression Coefficients (Beta Wts.)	Zero-Order Correlations (Pearson r)	Men (Beta Wts.)	Women (Beta Wts.)	No Children (Beta Wts.)	Children Under 14 (Beta Wts.)	Children Over 14 (Beta Wts.)
Race (Dummy)	-.1134*	-.1116	-.1070*	-.1188**	-.1389*	-.0943**	.1312
Socioeconomic Group (SES)	.0960*	.0802	.0317*	.1676*	.1085*	.0972*	.0278*
Age (V94)	.0847*	.1589	.2085*	-.0717*	.1182*	.0247*	.2431*
Hours Worked Weekly (V18)	.0590*	.1036	.1127*	:0211*	-.1378*	.0448*	-.1354*
Family Cycle Stage (FACYCLE)	-.0404*	-.0348	-.1408*	.0501*	-	-	-
Sex (Dummy)	.0383*	NA	-	-	-.0228*	.1436*	-.2975*
Union Affiliation (Dummy)	.0248*	.0070	.0257*	.0407*	.1112*	-.0431*	.0160**

All Workers	Men Workers	Women Workers	Workers with No Children	Workers with Children Under 14	Workers with Children Over 14
Multiple R_2 = .1896	Multiple R_2 = .2537	Multiple R_2 = .2480	Multiple R_2 = .2866	Multiple R_2 = .2069	Multiple R_2 = .4044
Multiple R_2 = .0360	Multiple R_2 = .0644	Multiple R_2 = .0615	Multiple R_2 = .0822	Multiple R_2 = .0428	Multiple R_2 = .1635
Adjusted R^2 = .0280	Adjusted R^2 = .0540	Adjusted R^2 = .0426	Adjusted R^2 = .0651	Adjusted R^2 = .0288	Adjusted R^2 = .1118
Significance = .01	Significance = .01	Significance = .01	Significance = .01	Significance = .01	Significance = .01

* Unstandardized Coefficient Greater than Twice its Standard Error
** Unstandardized Coefficient Greater than One-and-a-Half Times its Standard Error

Table 20

WORKER PREFERENCES TOWARD PAY RAISE-REDUCED WORKWEEK TRADEOFF OPTIONS BY SELECTED SOCIAL CHARACTERISTICS
(Percentage Breakdowns)

Social Characteristics	10% Pay Raise	6% Raise & 1 2/3 Hrs. Off Wkweek	3% Raise & 2 4/5 Hrs. Off Wkweek	No Raise & 4 Hours Off Wkweek	Correlation (Pearson r)	Number of Respondents
Total	56.5	15.4	5.3	22.8	NA	952
Socioeconomic Group (SES)					.0374	
Lower Class	64.2	15.6	2.8	17.4	(s=.13)	109
Lower Middle Class	53.0	21.5	5.0	20.5		298
Middle Class	54.3	13.3	5.9	26.5		392
Upper Middle Class Plus	64.3	7.7	5.6	22.4		143
Major Activity of Spouse						
Men					NA	
Not Married	48.9	14.6	7.3	29.2		137
Working	61.7	11.9	5.3	21.1		227
Unemployed & Off Job	52.9	11.8	11.8	23.5		34
Keeping House & Other	63.9	12.2	3.9	20.0		205
Women					NA	
Not Married	55.2	20.7	1.7	22.4		116
Working	50.3	21.5	5.8	22.5		191
Unemployed & Off Job	40.0	20.0	6.7	33.3		15
Keeping House & Other	61.5	15.4	7.7	15.4		13
Sex					NA	
Men	59.0	12.4	5.7	22.9		612
Women	52.1	20.9	4.4	22.6		340
Marital Status					NA	
Single	53.6	20.2	7.1	19.1		183
Married	58.5	14.5	4.9	22.1		656
Div-Sep-Widowed	48.1	13.9	4.6	33.3		108
Family Cycle Stage (FACYCLE)					-.0484	
Single	53.7	18.1	7.4	20.7	(s=.08)	188
Couple Without Children	49.0	12.6	6.6	31.8		151
Young Children	58.9	16.5	3.8	20.8		423
Children Over Age 14	61.9	9.5	7.6	21.0		105
Age					.0449	
Under 25	53.8	22.8	9.9	13.5	(s=.17)	171
25-34	58.5	15.0	3.8	22.7		260
35-49	54.9	13.7	4.9	26.4		284
50-64	57.2	13.5	4.1	25.2		222
Over 64	69.2	0	0	30.8		13
Racial-Ethnic Group					NA	
White	56.6	14.1	5.0	24.3		815
Nonwhite	56.8	23.5	6.1	13.6		132

QUESTION: Which one of the following choices between a pay raise and a shorter workweek would you select? (A) 10% pay raise and no reduction of each workweek, (B) 6% pay raise and a 1 2/3 hour reduction of each workweek, (C) 3% pay raise and a 2 4/5 hour reduction of each workweek, (D) No pay raise and a 4 hour reduction of each workweek.

Table 21

WORKER PREFERENCES TOWARD PAY RAISE-ADDED VACATION TRADEOFF OPTIONS BY SELECTED SOCIAL CHARACTERISTICS
(Percentage Breakdowns)

Social Characteristics	10% Pay Raise	6% Raise & 10 Days Added Vac.	3% Raise & 17½ Days Added Vac.	No Raise & 25 Days Added Vac.	Correlation (Pearson r)	Number of Respondents
Total	34.4	31.8	4.5	29.6		954
Socioeconomic Group (SES)					.0033	
Lower Class	46.4	23.6	3.6	26.4	(s=.46)	110
Lower Middle Class	29.8	34.4	6.4	29.4		299
Middle Class	33.4	30.4	3.6	32.7		392
Upper Middle Class Plus	37.1	35.0	4.2	23.8		143
Major Activity of Spouse						
Men					NA	
Not Married	29.2	27.0	5.8	38.0		137
Working	37.9	25.1	6.6	30.4		227
Unemployed & Off Job	29.4	17.6	8.8	4.4		34
Keeping House & Other	34.5	33.5	2.4	29.6		206
Women					NA	
Not Married	31.9	37.9	2.6	27.6		116
Working	35.4	41.1	3.6	19.8		192
Unemployed & Off Job	33.3	40.0	6.7	33.3		15
Keeping House & Other	38.5	7.7	7.7	46.2		13
Sex					NA	
Men	34.3	28.2	5.1	32.5		613
Women	34.6	38.1	3.5	23.8		341
Marital Status					NA	
Single	28.4	36.1	5.5	30.1		183
Married	35.6	31.6	4.7	28.1		658
Div-Sep-Widowed	36.1	25.9	1.9	36.1		108
Family Cycle Stage (FACYCLE)					-.0045	
Single	33.0	32.4	4.8	29.8	(s=.45)	188
Couple Without Children	39.5	21.7	3.3	35.5		152
Young Children	35.9	34.8	4.5	24.8		423
Children Over Age 14	29.5	28.6	6.7	35.2		105
Age					-.0087	
Under 25	24.0	41.5	5.8	28.7	(s=.79)	171
25-34	33.1	36.2	4.6	26.2		260
35-49	35.1	32.3	4.2	28.4		285
50-64	40.8	20.6	4.0	34.5		223
Over 64	69.2	0	0	30.8		13
Racial-Ethnic Group					NA	
White	33.5	31.6	4.3	30.6		817
Nonwhite	39.4	33.3	6.1	21.2		132

QUESTION: Which one of the following choices between a pay raise and a longer paid vacation would you select? (A) 10% pay and no added vacation time, (B) 6% pay raise and 10 workdays of added vacation, (C) 3% pay raise and 17½ workdays added vacation, (D) No pay raise and 25 workdays added vacation.

Table 22

WORKER PREFERENCES TOWARD PAY RAISE-SABBATICAL TRADEOFF OPTIONS BY SELECTED SOCIAL CHARACTERISTICS
(Percentage Breakdowns)

Social Characteristics	10% Pay Raise	6% Raise & 60 Days Leave	3% Raise & 105 Days Leave	No Raise & 150 Days Leave	Correlation (Pearson r)	Number of Respondents
Total	34.7	34.2	8.1	23.0	NA	949
Socioeconomic Group (SES)					.0407	
Lower Class	45.9	24.8	12.8	16.5	(s=.11)	109
Lower Middle Class	32.6	36.6	8.1	22.8		298
Middle Class	33.2	34.8	6.9	25.1		391
Upper Middle Class Plus	34.8	34.0	7.8	23.4		141
Major Activity of Spouse						
Men					NA	
Not Married	27.7	28.5	10.2	33.6		137
Working	35.7	33.9	7.5	22.9		227
Unemployed & Off Job	23.5	26.5	11.8	38.2		34
Keeping House & Other	39.7	29.4	7.4	23.5		204
Women					NA	
Not Married	34.8	33.9	9.6	35.2		115
Working	35.1	46.1	7.3	11.5		191
Unemployed & Off Job	33.3	46.7	6.7	13.3		15
Keeping House & Other	46.2	23.1	0	30.8		13
Sex					NA	
Men	34.4	30.5	8.4	26.7		610
Women	35.1	41.0	7.7	16.2		337
Marital Status					NA	
Single	30.8	33.5	11.0	24.7		182
Married	35.7	35.4	7.5	21.4		655
Div-Sep-Widowed	35.6	28.0	6.5	30.8		107
Family Cycle Stage (FACYCLE)					-.0279	
Single	33.7	32.1	8.6	25.7	(s=.20)	187
Couple Without Children	41.3	24.7	6.7	27.3		150
Young Children	36.3	37.7	7.3	18.7		422
Children Over Age 14	33.7	30.8	8.7	26.9		104
Age					-.0073	
Under 25	26.9	42.7	13.5	17.0	(s=.82)	171
25-34	33.6	37.8	6.9	22.0		259
35-49	32.7	33.8	8.1	25.4		284
50-64	43.9	25.3	5.0	25.8		221
Over 64	41.7	16.7	16.7	25.0		12
Racial-Ethnic Group					NA	
White	34.2	34.6	7.6	23.6		813
Nonwhite	37.4	33.6	11.5	17.6		131

QUESTION: What is your choice between a pay raise and an extended leave with pay from work after six years of work? (A) 10% pay raise and no leave time, (B) 6% pay raise and 12 workweeks (60 workdays) paid leave, (C) 3% pay raise and 21 workweeks (105 workdays) paid leave, (D) No pay raise and 30 workweeks (150 workdays) paid leave.

Table 23

WORKER PREFERENCES TOWARD PAY RAISE-EARLIER RETIREMENT TRADEOFF OPTIONS BY SELECTED SOCIAL CHARACTERISTICS
(Percentage Breakdowns)

Social Characteristics	10% Pay Raise	6% Raise & 10 Days Ea. Retirmt.	3% Raise & 17½ Days Ea. Retirmt.	No Raise & 25 Days Ea. Retirmt.	Correlation (Pearson r)	Number of Respondents
Total	48.6	19.3	8.3	23.7		952
Socioeconomic Group (SES)					-.0590	
Lower Class	47.3	23.6	6.4	22.7	(s=.04)	110
Lower Middle Class	44.3	19.9	9.8	26.0		296
Middle Class	50.4	16.5	7.6	25.4		393
Upper Middle Class Plus	55.2	21.7	7.7	15.4		143
Major Activity of Spouse						
Men					NA	
Not Married	51.5	14.7	11.0	22.8		136
Working	53.1	13.3	6.2	27.4		226
Unemployed & Off Job	35.3	8.8	20.6	35.3		34
Keeping House & Other	46.4	19.8	7.2	26.6		207
Women					NA	
Not Married	48.7	22.6	6.1	22.6		115
Working	48.4	26.0	9.9	15.6		192
Unemployed & Off Job	33.3	33.3	6.7	26.7		15
Keeping House & Other	38.5	23.1	7.7	30.8		13
Sex					NA	
Men	49.0	16.3	8.3	26.3		612
Women	47.9	24.7	8.2	19.1		340
Marital Status					NA	
Single	56.9	18.2	9.9	14.9		181
Married	47.1	20.1	8.2	24.6		658
Div-Sep-Widowed	43.5	17.6	6.5	32.4		108
Family Cycle Stage (FACYCLE)					.0597	
Single	54.3	22.0	6.5	17.2	(s=.04)	186
Couple Without Children	49.7	13.1	7.2	30.1		153
Young Children	46.9	22.3	8.3	22.5		422
Children Over Age 14	48.6	16.7	6.7	28.6		105
Age					.1127	
Under 25	51.2	24.7	14.7	9.4	(s=.00)	170
25-34	50.6	22.0	8.1	19.3		259
35-49	44.4	18.0	7.7	29.9		284
50-64	46.9	15.2	4.9	33.3		224
Over 64	92.3	0	0	7.7		13
Racial-Ethnic Group					NA	
White	48.5	18.8	7.8	24.9		816
Nonwhite	49.6	22.1	11.5	16.8		131

QUESTION: What is your choice between a pay raise and earlier retirement? (A) 10% pay raise and no change in retirement plan, (B) 6% pay raise and 10 workdays earlier retirement for each future year of work, (C) 3% pay raise and 17½ workdays earlier retirement for each future year of work, (D) No pay raise and 25 workdays earlier retirement for each future year of work.

Table 24

MULTIPLE REGRESSION OF SELECTED PREDICTOR VARIABLES ON WORKER TRADEOFF PREFERENCES BETWEEN CURRENT INCOME AND SHORTER WORKDAYS

Independent Variables (Predictors)	Standardized Regression Coefficients	Zero-Order Correlations (Pearson r)
Family Cycle Stage (FACYCLE)	-.0876*	-.1007
Hours Worked Weekly (V18)	-.0872*	-.0968
Age (V94)	-.0292*	-.0497
Race (Dummy)	.0257*	.0216
Socioeconomic Group (SES)	.0248*	.0044
Sex (Dummy)	.0102*	.0492
Union Affiliation (Dummy)	-.0063**	-.0230

Multiple R = .1415
Multiple R^2 = .0200
Adjusted R^2 = .0119
Significance = .025

* Unstandardized Coefficient Greater than Twice its Standard Error
** Unstandardized Coefficient Greater than One-and-a-Half its Standard Error

Table 25

WORKER PREFERENCES TOWARD CURRENT INCOME-REDUCED WORKWEEK TRADEOFF OPTIONS BY SELECTED SOCIAL CHARACTERISTICS
(Percentage Breakdowns)

Social Characteristics	Nothing for Reduced Week	2% of Pay for 50 Min. Off Workweek	10% of Pay for 4 Hrs. Off Workweek	20% of Pay for 1 Day Off Workweek	40% of Pay for 2 Days Off Workweek	50% of Pay for 2½ Days Off Workweek	Correlation (Pearson r)	Number of Respondents
Total	73.8	11.6	7.6	4.5	.9	1.6	NA	953
Occupation							NA	
Prof-Tech	67.6	11.2	10.6	10.1	.6	0		179
Managerial	80.7	8.4	5.9	1.7	0	3.4		119
Clerical-Sales	75.4	12.7	4.8	5.6	.8	.8		126
Skilled Labor	73.3	13.8	6.3	3.8	1.3	1.7		240
Operatives-Laborers	70.9	11.5	10.9	3.0	1.2	2.4		165
Service	74.5	12.2	7.1	2.0	2.0	2.0		98
Farm	92.3	7.7	0	0	0	0		13
Education							-.0101	
Some H.S. or Less	76.8	9.4	8.4	3.5	1.0	3.0	(s=.38)	202
High School Degree	75.5	12.6	6.0	2.5	1.3	2.2		318
Some College	71.5	12.7	7.9	6.1	.9	.9		229
College Degree	71.9	14.6	6.3	6.3	1.0	0		96
Some Graduate School	74.5	8.8	9.8	6.9	0	0		102
Total Family Income							.1105	
Under $4,999	74.2	6.5	6.5	6.5	3.2	3.2	(s=.16)	62
$5,000-$9,999	73.8	12.5	7.6	4.1	1.4	1.4		145
$10,000-$14,999	77.8	11.3	5.7	2.6	.5	2.1		196
$15,000-$19,999	77.0	13.1	5.2	3.7	0	1.0		191
$20,000-$24,999	70.7	14.3	6.8	4.5	2.3	1.5		133
$25,000-$34,999	70.1	10.3	11.2	6.5	0	1.9		107
Over $34,999	64.7	10.6	14.1	8.2	1.2	1.2		85
Union Affiliation							NA	
Member	75.7	9.9	7.4	4.0	1.0	2.0		202
Non-Member	73.2	12.3	7.7	4.6	1.0	13.5		739
Hours Worked Weekly							-.0978	
Under 34	67.6	10.6	8.6	8.1	1.3	3.5	(s=.00)	198
35-39	70.6	16.7	2.0	5.9	2.0	2.9		102
40-44	76.9	11.7	7.6	2.7	.5	.7		437
Over 44	74.5	10.2	9.3	4.2	.8	.9		216
Major Activity of Spouse								
Men							NA	
Not Married	67.2	14.6	6.6	7.3	1.5	2.9		137
Working Full-time	79.1	8.2	8.2	1.3	.6	2.5		150
Working Part-time	71.0	14.5	8.7	3.8	0	0		69
Unemployed & Off-Job	76.5	11.8	8.8	2.9	0	0		34
Keeping House & Other	81.1	7.8	6.8	2.4	.3	1.5		206
Women							NA	
Not Married	75.7	12.2	3.5	7.0	.9	.9		113
Working Full-time	63.5	17.7	9.4	6.6	1.1	1.7		181
Working Part-time	81.8	9.1	0	0	9.1	0		11
Unemployed & Off-Job	80.0	6.7	13.3	0	0	0		15
Keeping House & Other	84.6	0	15.4	0	0	0		13
Sex							NA	
Men	75.7	10.3	7.7	3.8	.8	1.8		613
Women	70.3	14.1	7.4	5.9	1.2	1.2		340
Marital Status							NA	
Single	65.0	16.4	8.2	8.2	1.1	1.1		183
Married	75.2	10.8	8.1	3.5	.9	1.5		658
Div-Sep-Widowed	80.4	9.3	2.8	3.7	.9	2.8		107
Number of Dependents							-.0887	
None	69.8	11.5	8.4	6.1	1.5	2.6	(s=.01)	391
One	76.2	11.1	9.0	2.1	.5	1.1		189
Two	78.0	11.5	7.3	2.1	.5	.5		191
Three	75.2	12.4	5.7	4.8	0	1.9		105
Four or More	77.0	12.2	2.7	8.1	0	0		74
Age of Youngest Child							-.0853	
No Children	70.0	11.7	8.7	5.7	1.6	2.2	(s=.01)	367
Under 5 Years	77.0	11.2	7.1	2.6	1.0	1.0		196
5-9 Years	74.0	13.4	6.3	5.5	0	.8		127
10-14 Years	73.7	11.0	9.1	3.6	0	2.5		110
Over 14 Years	80.2	10.8	6.3	2.7	0	0		111
Age							-.0776	
Under 25	63.2	17.0	9.4	7.0	2.3	1.2	(s=.01)	171
25-34	72.3	13.5	9.2	3.1	.8	1.2		260
35-49	75.7	10.6	6.7	5.6	.4	10.6		284
50-64	81.2	7.6	5.6	3.1	.9	1.8		223
Over 64	69.2	0	7.7	0	0	23.1		13
Race							NA	
White	73.8	11.6	7.7	4.7	1.0	1.2		816
Nonwhite	75.0	11.4	5.3	3.8	.8	3.8		132

QUESTION: What is the largest portion of your current yearly income that you would be willing to give up for shorter workweeks? (A) Nothing, (B) 2% (1/50th) of your income for 50 minutes off 1 workday a week, (C) 10% (1/10th) of your income for 4 hours off 1 workday a week, (D) 20% (1/5th) of your income for 1 full workday off each week, (E) 40% (4/10ths) of your income for 2 full workdays off each week, (F) 50% (1/2) of your income for 2 full workdays off each week.

Table 26

MULTIPLE REGRESSION OF SELECTED PREDICTOR VARIABLES ON CURRENT INCOME-VACATION TRADEOFF PREFERENCES WITHIN SELECTED SUBSAMPLES

Independent Variables (Predictors)	All Workers		Workers By Sex		Workers By Family Cycle Stage		
	Standardized Regression Coefficients (Beta Wts.)	Zero-Order Correlations (Pearson r)	Men (Beta Wts.)	Women (Beta Wts.)	No Children (Beta Wts.)	Children Under 14 (Beta Wts.)	Children Over 14 (Beta Wts.)
Age (V94)	-.1292*	-.1503	-.0781*	-.1967*	-.2160*	-.0333*	-.1466
Family Cycle Stage (FACYCLE)	-.0811*	-.1201	-.1128*	-.0590*	-	-	-
Hours Worked Weekly (V18)	-.0627*	-.0682	-.0390*	-.0862*	-.0928*	-.0239*	-.0762*
Socioeconomic Group (SES)	.0098*	-.0070	-.0559*	.1143**	.0652*	-.0156*	-.1034
Union Affiliation (Dummy)	-.0051	-.0264	-.0181*	.0237*	-.0184*	-.0456	.2642*
Sex (Dummy)	.0041*	.0365	-	-	-.0142*	.0419*	.0747
Race (Dummy)	.0017*	-.0065	-.0622	.1157**	.0424	-.0280*	-.0271*

All Workers	Men Workers	Women Workers	Workers with No Children	Workers with Children Under 14	Workers with Children Over 14
Multiple R = .1834	Multiple R = .1901	Multiple R = .2517	Multiple R = .2378	Multiple R = .0965	Multiple R = .3440
Multiple R^2 = .0336	Multiple R^2 = .0361	Multiple R^2 = .0634	Multiple R^2 = .0566	Multiple R^2 = .0093	Multiple R^2 = .1183
Adjusted R^2 = .0256	Adjusted R^2 = .0254	Adjusted R^2 = .0445	Adjusted R^2 = .0390	Adjusted R^2 = -.0052	Adjusted R^2 = .0638
Significance = .001	Significance = .01	Significance = .01	Significance = .01	Not Significant at .05	Significance = .05

* Unstandardized Coefficient Greater than Twice its Standard Error
** Unstandardized Coefficient Greater than One-and-a-Half Times its Standard Error

Table 27

WORKER PREFERENCES AMONG GRADUATED TRADEOFFS BETWEEN CURRENT INCOME AND EXTENDED LEAVES WITH PAY EVERY SEVENTH YEAR BY SOCIAL CHARACTERISTICS
(Percentage Breakdown)

Social Characteristics	Nothing	2% of Pay for 7 Weeks Leave	5% of Pay for 17½ Wks Leave	10% of Pay for 35 Wks Leave	15% of Pay for 52 Wks Leave	Correlation (Pearson r)	Number of Respondents
Total	57.0	24.4	8.0	4.8	4.8	NA	951
Occupation						NA	
Prof-Tech	53.6	25.1	10.6	6.1	4.5		179
Managerial	61.3	26.4	5.0	3.4	3.9		119
Clerical-Sales	57.1	26.6	7.1	7.1	4.0		126
Skilled Labor	63.9	21.8	8.0	4.3	2.1		238
Operatives-Laborers	55.8	24.2	9.1	6.0	6.1		165
Service	40.0	30.6	7.1	4.1	9.2		98
Farm	76.9	23.1	0	0	0		13
Education						.0455	
Some H.S. or Less	60.2	24.4	8.5	2.3	4.3	(p=.16)	301
High School Degree	59.7	25.5	4.7	4.4	5.3		318
Some College	53.3	24.2	12.3	5.7	4.4		227
College Degree	58.3	22.9	7.3	6.3	5.2		96
Some Graduate School	58.8	21.6	6.9	7.8	4.9		102
Total Family Income						.0513	
Under $4,999	57.4	23.0	6.6	4.9	8.2	(p=.12)	61
$5,000-$9,999	59.0	21.5	10.4	3.5	5.6		144
$10,000-$14,999	62.4	24.7	7.2	3.1	2.6		194
$15,000-$19,999	58.6	26.2	6.8	3.7	4.7		191
$20,000-$24,999	53.4	26.3	5.3	9.0	6.0		133
$25,000-$34,999	59.8	23.4	11.2	3.7	1.9		107
Over $34,999	47.1	23.5	9.4	9.4	10.6		85
Union Affiliation						NA	
Member	61.7	21.4	8.5	3.5	4.0		201
Non-Member	57.2	24.9	8.0	5.4	4.5		738
Form of Payment for Work						NA	
Wage	55.4	26.0	9.4	5.6	3.6		444
Salary	61.2	22.9	6.7	3.3	6.1		343
Other	58.7	23.2	7.1	5.8	5.2		155
Hours Worked Weekly						-.0826	
Under 34	49.5	27.3	12.6	4.5	6.1	(p=.05)	198
35-39	53.9	27.5	8.8	6.9	2.9		102
40-44	61.6	22.1	6.7	4.1	5.3		435
Over 44	58.3	22.6	7.8	7.0	4.3		115
Major Activity of Spouse							
Men						NA	
Not Married	52.2	23.5	13.2	4.4	6.6		136
Working Full-time	62.7	21.5	5.7	7.6	2.5		158
Working Part-time	58.0	26.2	2.9	5.8	7.2		69
Unemployed & Off-Job	54.3	30.4	6.5	4.3	4.3		46
Keeping House	71.5	17.1	6.7	2.6	2.1		193
Women						NA	
Not Married	50.4	23.2	9.6	7.0	7.8		115
Working Full-time	47.5	32.0	10.5	3.3	6.6		181
Working Part-time	54.5	36.4	0	9.1	0		11
Unemployed & Off-Job	69.2	23.1	3.8	3.8	0		26
Keeping House	100.0	0	0	0	0		2
Sex						NA	
Men	61.7	21.9	7.4	4.9	4.1		611
Women	51.2	28.0	9.1	4.7	6.2		340
Marital Status						NA	
Single	48.9	23.1	15.4	7.1	5.5		182
Married	60.6	24.5	6.5	4.1	4.3		657
Div-Sep-Widowed	57.9	26.2	4.7	3.7	7.5		107
Number of Dependents						-.0775	
None	57.3	22.1	9.5	4.9	6.2	(p=.02)	389
One	51.9	29.6	7.4	5.3	5.8		189
Two	60.2	24.6	7.3	4.2	3.7		191
Three	64.8	21.9	4.8	6.7	1.9		105
Four or More	62.2	24.3	8.1	2.7	2.7		74
Age of Youngest Child						-.0401	
No Children	57.0	23.0	9.6	4.9	5.5	(p=.23)	365
Under 5 Years	59.2	23.5	9.7	3.1	4.6		196
5-9 Years	49.6	35.4	5.5	4.7	4.7		127
10-14 Years	60.2	21.2	3.4	11.0	4.2		118
Over 14 Years	64.0	22.5	8.1	2.7	2.7		111
Age						-.1621	
Under 25	38.4	35.3	14.7	4.7	5.9	(p=.00)	170
25-34	54.6	24.6	10.0	5.4	5.4		260
35-49	60.9	23.6	5.6	6.0	3.9		286
50-64	72.1	17.6	3.2	3.2	4.1		222
Over 64	69.2	0	15.4	0	15.4		13
Race						NA	
White	57.5	25.0	7.2	5.0	4.6		814
Nonwhite	62.1	15.9	11.4	3.8	6.8		132

QUESTION: What is the largest portion of your current yearly income that you would be willing to give up in exchange for an extended leave with pay every seventh year? (A) Nothing, (B) 2% (1/50th) of your yearly income for 7 workweeks paid leave after six years of work, (C) 5% (1/20th) of your yearly income for 17½ workweeks of paid leave after six years of work, (D) 10% (1/10th) of your yearly income for 35 workweeks paid leave after six years of work, (E) 15% (3/20ths) of your yearly income for 52 workweeks of paid leave after six years of work.

Table 28

WORKER PREFERENCES TOWARD CURRENT INCOME-EARLIER RETIREMENT TRADEOFF OPTIONS BY SELECTED SOCIAL CHARACTERISTICS
(Percentage Breakdowns)

Social Characteristics	Nothing for Earlier Retirement	2% of Pay for 5 Days Ea. Retirmnt.	5% of Pay for 12½ Days Ea. Retirmnt.	10% of Pay for 25 Days Ea. Retirmnt.	20% of Pay for 50 Days Ea. Retirmnt.	Correlation (Pearson r)	Number of Respondents
Total	64.0	17.6	8.1	5.9	4.4	NA	951
Occupation						NA	
Prof-Tech	69.8	11.2	10.1	5.0	3.9		179
Managerial	65.5	16.0	8.4	5.0	5.0		119
Clerical-Sales	69.8	16.7	7.9	3.2	2.4		126
Skilled Labor	62.5	20.4	7.5	6.7	2.9		240
Operatives-Laborers	57.7	17.8	9.8	7.4	7.4		163
Service	53.1	27.6	4.1	9.2	6.1		98
Farm	84.6	15.4	0	0	0		13
Education						-.0656	
Some H.S. or Less	61.7	18.9	7.0	6.5	6.0	(s=.04)	201
High School Degree	60.4	20.1	7.5	6.9	5.0		318
Some College	64.3	18.5	9.3	4.8	3.1		227
College Degree	69.8	8.3	11.5	6.3	4.2		96
Some Graduate School	74.5	13.7	5.9	2.9	2.9		102
Total Family Income						.0147	
Under $4,999	64.5	14.5	6.5	6.5	8.1	(s=.66)	62
$5,000-$9,999	63.2	22.2	6.9	4.9	2.8		144
$10,000-$14,999	62.7	19.2	8.3	7.3	2.6		193
$15,000-$19,999	62.3	17.3	8.4	8.9	3.1		191
$20,000-$24,999	69.2	12.0	9.0	1.5	8.3		133
$25,000-$34,999	66.4	17.8	8.4	3.7	3.7		107
Over $34,999	58.8	15.3	9.4	8.2	8.2		85
Union Affiliation						NA	
Member	61.2	22.9	6.0	5.5	4.5		201
Non-Member	64.8	16.1	8.8	6.0	4.8		738
Hours Worked Weekly						-.0901	
Under 34	57.1	14.6	11.6	8.6	8.1	(s=.01)	198
35-39	61.8	26.5	3.9	4.9	2.9		102
40-44	64.8	18.4	8.3	4.4	4.1		435
Over 44	69.9	14.4	6.5	6.9	2.3		216
Major Activity of Spouse							
Men						NA	
Not Married	64.7	17.6	9.6	3.7	4.4		136
Working Full-time	67.7	14.6	7.0	6.3	4.4		158
Working Part-time	63.8	21.7	7.2	5.8	1.4		69
Unemployed & Off-Job	44.1	32.4	2.9	14.7	5.9		34
Keeping House & Other	70.0	15.5	5.6	7.0	1.9		213
Women						NA	
Not Married	64.3	16.5	7.8	5.2	6.1		115
Working Full-time	56.1	20.0	11.7	5.0	7.2		180
Working Part-time	81.8	9.1	0	9.1	0		11
Unemployed & Off-Job	66.7	6.7	6.7	6.7	13.3		15
Keeping House & Other	61.5	23.1	15.4	0	0		13
Sex						NA	
Men	65.8	17.3	7.2	6.4	3.3		612
Women	60.8	18.0	9.7	5.0	6.5		339
Marital Status						NA	
Single	62.1	17.6	12.6	4.9	2.7		182
Married	63.8	18.0	7.3	6.4	4.6		657
Div-Sep-Widowed	69.2	15.9	4.7	3.7	6.5		107
Number of Dependents						-.0235	
None	64.1	16.4	8.5	6.7	4.4	(s=.47)	390
One	63.5	18.0	7.9	5.8	4.8		189
Two	66.5	16.8	7.9	3.1	5.8		191
Three	63.5	19.2	6.7	9.6	1.0		104
Four or More	62.2	23.0	5.4	4.1	5.4		74
Age of Youngest Child						.0295	
No Children	64.8	17.5	7.9	5.5	4.4	(s=.37)	366
Under 5 Years	66.3	15.8	9.2	4.6	4.1		196
5-9 Years	63.0	21.3	7.9	6.3	1.6		127
10-14 Years	61.5	17.1	6.8	8.5	6.0		117
Over 14 Years	62.2	19.8	7.2	3.6	7.2		111
Age						-.0651	
Under 25	57.1	19.4	14.1	5.3	4.1	(s=.05)	170
25-34	63.8	15.4	11.5	6.5	2.7		260
35-49	61.1	21.9	5.3	4.9	6.7		283
50-64	71.7	14.3	3.1	7.2	3.6		223
Over 64	84.6	0	7.7	0	7.7		13
Race						NA	
White	65.0	16.6	8.1	6.1	4.2		815
Nonwhite	58.0	24.4	6.9	4.6	6.1		131

QUESTION: What is the largest portion of your current yearly income that you would be willing to give up in exchange for earlier retirement? (A) Nothing, (B) 2% (1/50th) of your income for earlier retirement at a rate of 5 workdays for every year worked until retirement, (C) 5% (1/20th) of your income for earlier retirement at a rate of 12½ workdays for every year worked until retirement, (D) 10% (1/10th) of your income for earlier retirement at a rate of 25 workdays for every year worked until retirement, (E) 20% (1/5th) of your income for earlier retirement at a rate of 50 workdays for every year worked until retirement.

Table 29

MULTIPLE REGRESSION OF SELECTED PREDICTOR VARIABLES ON WORKER PREFERENCES TOWARD USE OF SHORT-TIME COMPENSATION

Independent Variables (Predictors)	Standardized Regression Coefficients	Zero-Order Correlations (Pearson r)
Hours Worked Weekly (V18)	.0695*	.0957
Sex (Dummy)	-.0652**	-.0877
Socioeconomic Group (SES)	.0411*	.0628
Race (Dummy)	-.0409	-.0590
Union Affiliation (Dummy)	-.0407	-.0248
Family Cycle Stage (FACYCLE)	.0081*	.0174
Age (V94)	.0014*	.0009

Multiple R = .1361
Multiple R^2 = .0185
Adjusted R^2 = .0104
Significance = .05

* Unstandardized Coefficient Greater than Twice its Standard Error
** Unstandardized Coefficient Greater than One-and-a-Half its Standard Error

Table 30

WORKER PREFERENCES TOWARD USE OF SHORT-TIME COMPENSATION BY SELECTED TIME-INCOME TRADEOFF PREFERENCES

(Percentage Breakdowns)

Time-Income Tradeoff Preferences	Strongly Favor	Favor Somewhat	Neutral	Disfavor Somewhat	Strongly Disfavor	Pearson r	Number of Respondents
Total	36.1	27.6	17.7	8.0	10.6	NA	953
Generalized Time-Income Tradeoff						-.0552	
Work More and Earn More	33.5	28.2	18.4	10.5	9.4	(s=.05)	266
Work Same and Earn Same	35.7	27.5	17.8	7.1	11.8		574
Work Less and Earn Less	45.8	25.2	15.9	6.5	6.5		107
Potential Two Percent Tradeoff						NA	
Two Percent Pay Raise	29.8	28.0	19.3	11.6	11.3		336
10 Min. Off Each Workday	46.7	20.0	23.3	3.3	6.7		30
50 Min. Off 1 Workday a Week	36.4	30.2	22.8	5.6	4.9		162
5 Added Days Paid Vacation	40.6	30.7	11.1	5.7	11.9		244
Earlier Retirement	40.7	21.5	17.5	7.3	13.0		177
Current Income-Shorter Workday						-.0711	
Nothing	35.2	27.2	18.2	7.2	12.1	(s=.01)	735
2% for 10 Min. Off Ea. Wkday	40.2	22.0	15.9	18.3	3.7		82
5% for 25 Min. Off Ea. Wkday	32.7	32.7	20.0	7.3	7.3		55
12% for 1 Hour Off Ea. Wkday	40.4	38.5	11.5	3.8	5.8		52
30% for 2½ Hrs. Off Ea. Wkday	40.0	20.0	20.0	6.7	13.3		15
50% for 4 Hrs. Off Ea. Wkday	50.0	28.6	14.3	7.1	0		14
Current Income-Reduced Workweek						-.1011	
Nothing	34.7	27.0	17.4	8.3	12.7	(s=.00)	703
2% for 50 Min. Off 1 Wkday	36.0	29.7	20.7	9.9	3.6		111
10% for 4 Hrs. Off 1 Wkday	42.3	31.0	16.9	7.0	2.8		71
20% for 1 Day Off Workweek	41.9	27.9	14.0	4.7	11.6		43
40% for 2 Days Off Workweek	33.3	33.3	22.2	0	11.1		9
50% for 2½ Days Off Workweek	60.0	20.0	20.0	0	0		15
Current Income-Added Vacation						-.0792	
Nothing	33.0	26.1	19.2	8.7	12.9	(s=.01)	551
2% for 5 Days Paid Vacation	41.4	29.5	14.5	8.6	5.9		220
5% for 12½ Days Vacation	37.0	32.1	21.0	1.2	8.6		81
10% for 25 Days Vacation	37.3	32.2	11.9	10.2	8.5		59
20% for 50 Days Vacation	33.3	28.6	19.0	4.8	14.3		21
33% for 87½ Days Vacation	57.9	15.8	10.5	5.3	10.5		19

Table 31

WORKER PREFERENCES CONCERNING THE LONGEST DESIRED DURATION OF WORKWEEK REDUCTIONS WITH SHORT-TIME COMPENSATION AS AN ALTERNATIVE TO LAYOFFS BY SELECTED SOCIAL CHARACTERISTICS
(Percentage Breakdowns)

Social Characteristics	No Time at All	1-4 Weeks	5-9 Weeks	10-15 Weeks	16-26 Weeks	Over 26 Weeks	Correlation (Pearson r)	Number of Respondents
Total	26.6	40.3	12.5	5.7	3.6	11.3	NA	936
Occupation							NA	
Prof-Tech	23.3	39.8	16.5	6.8	3.4	10.2		170
Managerial	30.3	29.9	18.3	7.7	2.6	11.1		117
Clerical-Sales	20.2	46.0	11.3	8.1	5.6	8.9		134
Skilled Labor	24.3	40.9	12.3	5.5	3.8	13.2		230
Operatives-Laborers	30.9	40.1	9.9	3.7	1.9	13.6		162
Service	27.8	45.4	12.4	2.1	3.1	9.3		97
Farm	15.4	30.8	23.1	7.7	7.7	15.4		13
Education							-.0063 (p=.43)	
Some H.S. or Less	30.6	42.2	7.0	3.0	2.3	15.6		199
High School Degree	24.4	43.4	10.6	7.7	2.3	11.6		311
Some College	29.6	32.7	16.6	6.9	4.4	9.7		226
College Degree	20.2	47.9	14.9	6.3	4.3	8.3		96
Some Graduate School	24.0	38.0	16.0	7.0	6.0	9.0		100
Total Family Income							.0096 (p=.05)	
Under $4,999	35.5	37.1	3.2	3.2	0	21.0		62
$5,000-$9,999	30.0	42.9	10.7	4.3	5.0	7.1		140
$10,000-$14,999	23.2	43.2	13.7	5.8	2.1	12.1		190
$15,000-$19,999	23.8	45.5	12.7	6.9	2.6	8.5		160
$20,000-$24,999	27.3	34.8	18.9	3.8	4.5	10.6		132
$25,000-$34,999	18.1	41.0	11.4	2.9	4.8	21.9		105
Over $34,999	37.3	26.5	10.8	14.5	3.6	7.2		83
Union Affiliation							NA	
Member	23.9	43.1	13.7	6.1	3.6	9.6		207
Non-Member	27.6	39.8	12.0	5.5	3.4	11.7		700
Form of Payment for Work							NA	
Wage	25.3	42.5	11.8	5.6	3.4	11.3		442
Salary	26.9	40.2	13.9	5.9	3.8	9.2		330
Other	29.8	35.1	11.3	6.0	2.6	15.2		151
Hours Worked Weekly							-.0054 (p=.01)	
Under 35	16.3	44.9	11.7	8.7	3.1	15.3		196
35-39	18.8	48.5	15.8	5.9	6.9	4.0		101
40-44	29.8	41.5	9.8	4.6	3.0	11.4		429
Over 44	23.3	40.5	17.1	5.2	2.9	11.0		210
Major Activity of Spouse								
Men							NA	
Not Married	23.1	42.5	14.9	5.2	4.5	9.7		136
Working Full-time	41.7	25.0	10.9	4.5	3.8	14.1		156
Working Part-time	28.4	41.8	10.4	7.5	1.5	10.4		67
Unemployed & Off-Job	30.6	33.3	16.7	16.7	8.8	5.9		36
Keeping House & Other	29.1	41.7	11.6	5.0	2.5	10.1		199
Women							NA	
Not Married	23.7	47.6	9.6	4.4	1.8	13.2		116
Working Full-time	17.2	48.9	12.8	5.6	3.9	11.7		180
Working Part-time	9.1	45.5	36.4	0	9.1	0		11
Unemployed & Off-Job	21.4	21.4	35.7	14.3	0	7.1		14
Keeping House & Other	30.8	30.8	0	7.7	0	30.8		13
Sex							NA	
Men	30.4	37.4	12.0	5.8	3.7	10.7		599
Women	19.9	46.0	13.4	5.3	3.0	12.5		337
Marital Status							NA	
Single	22.8	44.4	16.1	6.1	2.8	7.8		180
Married	27.9	39.3	11.9	5.6	3.6	11.8		646
Div-Sep-Widowed	26.4	40.6	8.5	5.7	3.8	15.1		106
Number of Dependents							-.0271 (p=.20)	
None	24.2	40.8	12.5	6.5	4.7	11.4		385
One	28.1	41.6	12.4	4.3	2.2	11.4		185
Two	29.3	39.9	11.7	4.3	2.7	12.2		188
Three	26.5	43.1	12.7	7.8	2.9	6.9		102
Four or More	31.5	32.9	15.1	5.5	2.7	12.3		73
Age of Youngest Child							-.0462 (p=.08)	
No Children	25.7	40.9	10.2	6.9	4.7	11.6		362
Under 5 Years	25.5	41.7	15.1	4.7	2.1	10.9		192
5-9 Years	28.0	39.2	13.6	4.8	3.2	11.2		125
10-14 Years	25.2	37.4	16.5	6.1	1.7	13.0		115
Over 14 Years	33.0	43.1	8.3	4.6	2.8	8.3		109
Age							.0190 (p=.19)	
Under 25	18.9	47.9	20.7	4.1	3.0	5.3		169
25-34	25.2	39.0	13.0	5.9	3.1	13.8		256
35-49	31.2	40.5	8.2	6.1	3.2	10.8		279
50-64	29.1	37.3	10.9	5.9	4.5	12.3		220
Over 64	16.7	25.0	8.3	8.3	0	41.7		12
Race							NA	
White	25.9	41.0	13.5	5.4	3.4	10.9		800
Nonwhite	32.1	37.4	6.1	6.9	3.1	14.5		131

QUESTION: What is the longest period that you would be willing to have your workweek reduced in order to prevent layoffs under this plan (the short-time compensation program described in question 37)? (A) No time at all, (B) 1-4 weeks, (C) 5-9 weeks, (D) 10-15 weeks, (E) 16-26 weeks, (F) Over 26 weeks.

Table 32

WORKER PREFERENCES TOWARD THE USE OF SHORT-TIME COMPENSATION WITH HIGHER BENEFIT LEVEL
AS AN ALTERNATIVE TO LAYOFFS BY SELECTED SOCIAL CHARACTERISTICS
(Percentage Breakdowns)

Social Characteristics	Strongly Favor	Favor Somewhat	Neutral	Disfavor Somewhat	Strongly Disfavor	Correlation (Pearson r)	Number of Respondents
Total	37.3	31.9	13.1	8.0	9.7	NA	951
Occupation						NA	
Prof-Tech	36.3	29.6	11.7	11.2	11.2		179
Managerial	33.6	27.7	14.3	10.1	14.3		119
Clerical-Sales	34.1	38.1	11.1	6.3	10.3		126
Skilled Labor	44.6	30.0	13.8	3.3	8.3		240
Operatives-Laborers	35.8	29.1	16.4	10.9	7.9		165
Service	33.0	39.2	11.3	9.3	7.2		97
Farm	23.1	46.2	15.4	0	15.4		13
Education						.0649 (p=.04)	
Some H.S. or Less	40.6	30.2	15.8	7.6	5.9		202
High School Degree	38.5	31.9	14.5	7.3	7.9		317
Some College	31.4	26.2	22.2	7.4	12.7		229
College Degree	36.5	32.3	12.5	9.4	9.4		96
Some Graduate School	47.6	23.8	5.9	11.9	10.8		101
Total Family Income						.0859 (p=.01)	
Under $4,999	46.8	29.0	9.7	8.1	6.5		62
$5,000-$9,999	34.5	31.0	17.2	6.9	10.3		145
$10,000-$14,999	43.6	31.8	12.8	6.2	5.6		195
$15,000-$19,999	33.7	35.8	15.8	7.4	7.4		190
$20,000-$24,999	36.8	30.1	8.3	10.5	14.3		133
$25,000-$34,999	44.3	29.2	12.3	7.5	6.6		106
Over $34,999	25.0	32.1	7.1	13.1	22.6		84
Union Affiliation						NA	
Member	38.8	34.3	12.4	7.0	7.5		201
Non-Member	36.9	31.1	13.5	8.1	10.3		739
Form of Payment for Work						NA	
Wage	40.5	34.7	11.0	7.2	6.7		447
Salary	35.3	28.6	15.2	9.3	11.7		343
Other	32.1	31.4	15.4	7.7	13.5		156
Hours Worked Weekly						.1540 (p=.00)	
Under 35	48.5	32.3	7.6	5.6	6.1		198
35-39	34.3	38.2	16.7	2.9	7.8		102
40-44	37.0	29.2	14.3	10.3	9.2		435
Over 44	29.2	33.8	14.4	7.9	14.8		216
Major Activity of Spouse							
Men						NA	
Not Married	34.3	38.0	11.7	7.3	8.8		137
Working Full-time	33.8	26.8	16.6	11.5	11.5		157
Working Part-time	17.4	43.5	14.5	11.6	13.0		69
Unemployed & Off-Job	47.1	29.4	11.8	8.8	2.9		34
Keeping House & Other	37.6	28.8	11.7	8.8	13.2		205
Women						NA	
Not Married	37.4	34.8	12.2	6.1	9.6		115
Working Full-time	45.9	28.7	13.3	5.5	6.6		181
Working Part-time	45.5	27.3	18.2	0	9.1		11
Unemployed & Off-Job	66.7	26.7	6.7	0	0		15
Keeping House & Other	46.2	38.5	15.4	0	0		13
Sex						NA	
Men	33.9	32.2	13.3	9.7	11.0		611
Women	43.5	31.2	12.9	5.0	7.4		340
Marital Status						NA	
Single	32.2	38.3	12.6	8.2	8.7		183
Married	38.2	29.7	13.9	8.1	10.2		657
Div-Sep-Widowed	39.3	34.6	10.3	7.5	8.4		107
Number of Dependents						.0180 (p=.56)	
None	37.2	33.7	12.2	7.4	9.4		392
One	32.3	32.8	15.3	9.5	10.1		189
Two	42.6	31.1	10.5	8.9	6.8		190
Three	33.7	33.7	15.4	4.8	12.5		104
Four or More	42.5	19.2	15.1	9.6	13.7		73
Age of Youngest Child						.0380 (p=.24)	
No Children	37.8	32.6	11.4	8.7	9.5		368
Under 5 Years	39.8	32.1	13.8	6.6	7.7		196
5-9 Years	36.2	27.6	16.5	11.0	8.7		127
10-14 Years	33.6	31.0	16.4	7.8	11.2		116
Over 14 Years	36.4	32.7	10.9	5.5	14.5		110
Age						.0699 (p=.04)	
Under 25	35.1	39.8	9.9	7.0	8.2		171
25-34	40.0	30.8	13.8	8.5	6.9		260
35-49	35.0	30.4	13.8	7.8	13.1		283
50-64	37.8	28.8	14.9	8.6	9.9		222
Over 64	53.8	30.8	0	7.7	7.7		13
Race						NA	
White	37.6	30.8	12.7	8.2	10.7		814
Nonwhite	34.1	39.4	15.9	6.8	3.8		132

QUESTION: Assume the government would give you two-thirds of your pre-tax pay, instead of one-half, for each day of shortened work time. Under these conditions, how strongly would you favor or disfavor reducing your workweek 1 day to prevent layoffs? (A) Strongly Favor, (B) Favor Somewhat, (C) Neutral, (D) Disfavor Somewhat, (E) Strongly Disfavor.

Table 33

UNEMPLOYED AND POTENTIAL WORKERS PREFERENCES TOWARD EXCHANGING INCOME FOR SHORTER WORKDAYS BY SELECTED SOCIAL CHARACTERISTICS
(Percentage Breakdowns)

Social Characteristics	Nothing for Shorter Workday	2% of Pay for 10 Min. Off Ea. Day	5% of Pay for 25 Min. Off Ea. Day	12% of Pay for 1 Hour Off Ea. Day	30% of Pay for 2½ Hrs. Off Ea. Day	50% of Pay for 4 Hours Off Ea. Day	Correlation (Pearson r)	Number of Respondents
Total	65.9	10.8	8.6	7.0	4.3	3.2	NA	[illegible]
Labor Force Attachment							NA	
Unemployed	62.2	13.4	8.5	7.3	3.7	4.9		[illegible]
Potential Workers	68.9	8.7	8.7	6.8	4.9	1.9		[illegible]
Socioeconomic Group (SES)								
Lower Class	56.1	24.2	2.4	7.3	7.3	2.4	-.0343	[illegible]
Lower Middle Class	64.6	9.2	10.8	9.2	3.1	3.1		[illegible]
Middle Class	71.7	5.0	10.0	6.7	3.3	3.3		[illegible]
Upper Middle Class Plus	68.8	6.3	12.5	0	6.3	6.3		[illegible]
Major Activity of Spouse								
Men							NA	
Not Married	62.2	13.5	8.1	5.4	5.4	5.4		[illegible]
Working	69.2	15.4	7.7	0	7.7	0		[illegible]
Unemployed & Off Job	66.7	0	16.7	0	0	16.7		[illegible]
Keeping House & Other	66.7	20.0	0	6.7	0	6.7		[illegible]
Women							NA	
Not Married	61.5	15.4	11.5	11.5	0	0		[illegible]
Working	57.5	6.3	10.0	7.5	5.0	2.5		[illegible]
Unemployed & Off Job	77.8	0	0	11.1	11.1	0		[illegible]
Keeping House & Other	85.7	14.3	0	0	0	0		[illegible]
Sex							NA	
Men	64.8	14.1	7.0	4.2	4.2	5.6		[illegible]
Women	66.7	8.8	9.6	8.8	4.4	1.8		[illegible]
Marital Status								
Men							NA	
Single	55.9	20.6	11.8	5.9	2.9	2.9		[illegible]
Married	76.7	10.0	3.3	3.3	3.3	3.3		[illegible]
Div-Sep-Widowed	50.0	0	0	0	16.6	33.3		[illegible]
Women							NA	
Single	41.7	16.7	16.7	25.0	0	0		[illegible]
Married	69.1	4.9	8.6	8.6	6.2	2.5		[illegible]
Div-Sep-Widowed	68.2	22.7	9.1	0	0	0		[illegible]
Family Cycle Stage (FACYCLE)							-.0452	
Single	61.4	15.9	9.1	4.5	2.3	6.8		[illegible]
Couple Without Children	72.7	0	9.1	4.5	9.1	4.5		[illegible]
Young Children	62.8	12.8	9.3	8.1	4.7	2.3		[illegible]
Children Over Age 14	76.9	7.7	0	15.4	0	0		[illegible]
Age							-.01477 (s=.42)	
Under 25	58.8	17.6	11.8	9.8	0	2.0		[illegible]
25-34	61.1	13.0	11.1	7.4	5.6	1.9		[illegible]
35-49	76.1	4.3	6.5	4.3	6.5	2.2		[illegible]
50-64	70.0	6.7	3.3	6.7	3.3	10.0		[illegible]
Over 64	50.0	0	0	0	50.0	0		[illegible]
Racial-Ethnic Group							NA	
White	66.2	11.0	9.0	4.1	5.5	4.1		[illegible]
Nonwhite	66.7	7.4	7.7	17.9	0	0		[illegible]

QUESTION: What is the largest portion of your current yearly income that you would be willing to give up for shorter workdays? (A) Nothing, (B) 2% (1/50th) of your income for 10 minutes off each workday, (C) 5% (1/20th) of your income for 25 minutes off each workday, (D) 12% (1/8th) of your income for 1 hour off each workday, (E) 30% of your income for 2 hours off each workday, (F) 50% (1/2) of your income for 4 hours off each workday.

Table 34

UNEMPLOYED AND POTENTIAL WORKERS PREFERENCES TOWARD EXCHANGING INCOME FOR REDUCED WORKWEEKS BY SELECTED SOCIAL CHARACTERISTICS

(Percentage Breakdowns)

Social Characteristics	Nothing for a Reduced Workweek	2% of Pay for 50 Min. Off 1 Wkday	10% of Pay for 4 Hours Off 1 Wkday	20% of Pay for 1 Day Off Wkweek	40% of Pay for 2 Days Off Wkweek	50% of Pay for 2½ Days Off Wkweek	Correlation (Pearson r)	Number of Respondents
Total	60.0	16.8	12.4	6.5	2.2	2.2		185
Labor Force Attachment							NA	
Unemployed	58.5	19.5	12.2	3.7	2.4	3.7		83
Potential Workers	61.2	14.6	12.6	8.7	1.9	1.0		102
Socioeconomic Group (SES)							.1146 (s=.06)	
Lower Class	56.1	31.7	9.8	0	0	2.4		42
Lower Middle Class	63.1	16.9	7.7	7.7	3.1	1.5		65
Middle Class	58.3	10.0	16.7	10.0	3.3	1.7		60
Upper Middle Class Plus	56.3	6.3	25.0	6.3	0	6.3		16
Major Activity of Spouse								
Men							NA	
Not Married	56.8	21.6	13.5	2.7	2.7	2.7		37
Working	69.2	15.4	7.7	0	7.7	0		13
Unemployed & Off Job	50.0	16.7	0	16.7	0	16.7		6
Keeping House & Other	66.7	20.0	6.7	6.7	0	0		15
Women							NA	
Not Married	69.2	7.7	23.1	0	0	0		26
Working	54.9	15.5	12.7	11.3	2.8	2.8		71
Unemployed & Off Job	55.6	33.3	11.3	0	0	0		9
Keeping House & Other	85.7	14.3	0	0	0	0		7
Sex							NA	
Men	60.6	19.7	9.9	4.2	2.8	2.8		71
Women	59.6	14.9	14.0	7.9	1.8	1.8		114
Marital Status								
Men							NA	
Single	52.9	23.5	14.7	5.9	2.9	0		[illegible]
Married	73.3	16.7	3.3	3.3	3.3	0		[illegible]
Div-Sep-Widowed	40.0	20.0	20.0	0	0	40.0		5
Women							NA	
Single	41.7	16.7	41.7	0	0	0		[illegible]
Married	56.8	16.0	11.1	11.1	2.5	2.5		[illegible]
Div-Sep-Widowed	81.0	9.5	9.5	0	0	0		[illegible]
Family Cycle Stage (FACYCLE)							.0031 (s=.48)	
Single	59.1	20.5	13.6	2.3	0	4.5		[illegible]
Couple Without Children	68.2	13.6	4.5	4.5	4.5	4.5		[illegible]
Children Under Age 14	55.8	19.8	12.8	8.1	2.3	1.2		86
Children Aged 14 and Over	69.2	7.7	15.4	7.7	0	0		13
Age							-.0034 (s=.48)	
Under 25	54.9	21.6	15.7	5.9	2.0	0		51
25-34	55.6	20.4	14.8	5.6	3.7	0		54
35-49	63.0	13.0	10.9	10.9	0	2.2		46
50-64	40.0	10.0	6.7	3.3	0	10.0		30
Over 64	50.0	0	0	0	50.0	0		2
Racial-Ethnic Group							NA	
White	60.0	15.2	12.4	6.9	2.8	2.8		145
Nonwhite	61.5	20.5	12.8	5.1	0	0		39

QUESTION: What is the largest portion of your current yearly income that you would be willing to give up for shorter workweeks? (A) Nothing, (B) 2% (1/50th) of your income for 50 minutes off 1 workday a week, (C) 10% (1/10th) of your income for 4 hours off 1 workday a week, (D) 20% (1/5th) of your income for 1 full workday off each week, (E) 40% (4/10ths) of your income for 2 full workdays off each week, (F) 50% (1/2) of your income for 2 full workdays off each week.

Table 35

GENERAL POPULATION PREFERENCES TOWARD SCHOOL SCHEDULING FLEXIBILITY BY SELECTED SOCIAL CHARACTERISTICS

(Percentage Breakdowns)

Social Characteristics	Favor Flexible School Scheduling	Favor Traditional School Scheduling	Correlation (Cramer's v)	Number of Respondents
Total	50.0	50.0	NA	1,561
Labor Force Attachment				
Employed Worker	51.5	48.5		951
Unemployed	53.0	47.0		83
Potential Worker	53.4	46.6		103
Not Potential Worker	45.2	54.8		414
Major Activity			.0660	
Working Full-time	51.8	48.2		716
Working Part-time	46.7	53.3		182
Unemployed or Off Job	52.7	47.3		188
Retired	49.6	50.4		127
School	64.0	36.0		25
Keeping House	45.6	54.4		316
Hours Worked Each Week			.0326	
Under 35	49.5	50.5		778
35-39	48.6	51.4		109
40-44	53.6	46.4		448
Over 44	59.7	40.3		222
Age			.0812	
18-24	54.5	45.5		253
25-34	54.1	45.9		379
35-49	44.3	55.7		429
50-64	49.6	50.4		383
Over 64	50.5	49.5		109
Occupation			.0653	
Professional-Technical	50.0	50.0		268
Manager	47.2	52.8		197
Clerical-Sales	46.9	53.1		196
Skilled Labor	50.1	49.9		361
Operatives-Laborers	54.9	45.1		375
Service	51.7	48.3		151
Farm	36.7	63.3		30
Education			.0604	
Elementary or Less	50.0	50.0		162
Some High School	51.5	48.5		262
High School	48.5	51.5		515
Some College	48.9	51.1		348
College Degree	51.9	48.1		135
Graduate School	56.2	43.8		130
Race			.0220	
White	49.5	50.5	(Phi)	1,330
Nonwhite	52.7	47.3		224
Sex			.0468	
Men	52.4	47.6	(Phi)	785
Women	47.7	52.3		776

QUESTION: In general, which of the following approaches for the education of young persons do you think would be best? (A) Continuous attendance in school (except summers) until all formal high school or college has been completed and the young person is ready to begin work in a chosen occupation, (B) Continuous attendance in school (except summers) through junior high school, followed by more-or-less equal alterations between work experiences and schooling until the young person has finished high school or college and is ready to begin work in a chosen occupation.

Table 36

OLDER POPULATION RETIREMENT AGE WORK TIME PREFERENCES BY SELECTED SOCIAL CHARACTERISTICS
(Percentage Breakdowns)

Social Characteristics	No Work at All	Work Part-week All Year	Work Full-time Part-year	Work Full-time All Year	Not Sure	Correlation (Cramer's v)	Number of Respondents
Total	33.6	42.5	3.4	8.9	11.5	NA	494
Major Activity						.1437	
Working Full-time	26.0	48.0	5.2	11.6	9.2		173
Working Part-time	21.8	58.2	1.8	10.9	7.3		55
Unemployed or Off Job	34.0	46.8	4.3	6.4	8.5		47
Retired	50.0	29.5	2.5	4.9	13.1		122
School	0	0	0	0	0		0
Keeping House	33.7	36.8	2.1	9.5	17.9		95
Hours Worked Weekly						.1362	
Not Working	40.4	35.9	2.4	7.3	13.9		245
Under 35	22.0	55.9	3.4	10.2	8.5		59
35-39	29.2	37.5	4.2	16.7	12.5		24
40-44	31.3	48.7	3.5	7.8	8.7		115
Over 44	20.0	48.0	8.0	14.0	10.0		50
Age						.1114	
50-64	31.2	44.9	3.1	9.1	11.7		385
Over 64	42.2	33.9	4.6	8.3	11.0		109
Race						.1215	
White	35.1	40.0	3.8	9.0	12.1		422
Nonwhite	24.6	56.5	1.4	8.7	8.7		69
Sex						.1255	
Men	34.5	45.1	4.3	7.8	8.2		255
Women	32.6	39.7	2.5	10.0	15.1		239
Occupation						.1872	
Professional-Technical	37.7	37.7	5.2	11.7	7.8		77
Manager	23.6	49.1	1.8	9.1	16.4		55
Clerical-Sales	33.8	45.5	7.8	3.9	9.1		77
Skilled Labor	39.4	38.5	2.8	5.5	13.8		109
Operatives-Laborers	41.0	38.5	1.3	5.1	14.1		78
Service	22.2	48.1	0	20.4	9.3		54
Farm	14.3	28.6	14.3	35.7	7.1		14
Education						.1369	
Elementary or Less	30.1	41.7	1.9	11.7	14.6		103
Some High School	31.5	44.6	1.1	10.9	12.0		92
High School Degree	33.6	43.8	4.1	5.5	13.0		146
Some College	41.3	38.8	6.3	8.8	5.0		80
College Degree	40.0	42.9	2.9	8.6	5.7		35
Graduate School	28.6	40.0	5.7	11.4	14.3		35
Family Cycle Stage						.1130	
Single	26.2	54.2	2.8	7.5	9.3		107
Couple Without Children	38.1	37.2	4.1	6.4	14.2		218
Children Under Age 14	29.8	44.7	2.1	14.9	8.5		47
Children Over Age 14	37.9	42.4	4.5	9.1	6.1		66
Total Family Income						.1143	
Under $4,999	28.8	46.3	2.5	11.3	11.3		80
$5,000-$9,999	30.1	46.7	1.9	8.4	12.1		107
$10,000-$14,999	35.6	45.6	2.2	6.7	10.0		90
$15,000-$19,999	35.1	41.6	3.9	5.2	14.3		77
$20,000-$24,999	42.9	26.5	6.1	14.3	10.2		49
$25,000-$34,999	31.4	54.3	5.7	2.9	5.7		35
Over $34,999	37.5	40.6	9.4	9.4	3.1		32
Maximum Current Tradeoff Choice						.1236	
No Part of Pay for Time	34.3	43.9	2.6	10.9	8.3		230
2%-5% of Pay for Time	32.8	40.9	4.4	8.8	13.1		137
10%-12% of Pay for Time	29.4	45.6	5.9	7.4	11.9		68
15%-50% of Pay for Time	37.3	37.3	1.7	3.4	20.3		59

QUESTION: Considering your expected financial situation and ability to stay in or change your current line of work when you reach retirement age, which of the following work time options would you personally prefer at age 65? (A) No work at all. (B) Work part-time or short workweeks year around (with vacations). (C) Work full time for only a portion of the year. (D) Work full-time year around (with vacations). (E) Not sure.

U.S. GOVERNMENT PRINTING OFFICE : 1980 O - 321-366

Where to Get More Information

For more information on this and other programs of research and development funded by the Employment and Training Administration, contact the Employment and Training Administration, U.S. Department of Labor, Washington, D.C. 20213, or any of the Regional Administrators for Employment and Training whose addresses are listed below.

Location	States Served	
John F. Kennedy Bldg. Boston, Mass. 02203	Connecticut Maine Massachusetts	New Hampshire Rhode Island Vermont
1515 Broadway New York, N.Y. 10036	New Jersey New York Canal Zone	Puerto Rico Virgin Islands
P.O. Box 8796 Philadelphia, Pa. 19101	Delaware Maryland Pennsylvania	Virginia West Virginia District of Columbia
1371 Peachtree Street, NE. Atlanta, Ga. 30309	Alabama Florida Georgia Kentucky	Mississippi North Carolina South Carolina Tennessee
230 South Dearborn Street Chicago, Ill. 60604	Illinois Indiana Michigan	Minnesota Ohio Wisconsin
911 Walnut Street Kansas City, Mo. 64106	Iowa Kansas	Missouri Nebraska
Griffin Square Bldg. Dallas, Tex. 75202	Arkansas Louisiana New Mexico	Oklahoma Texas
1961 Stout Street Denver, Colo. 80294	Colorado Montana North Dakota	South Dakota Utah Wyoming
450 Golden Gate Avenue San Francisco, Calif. 94102	Arizona California Hawaii Nevada	American Samoa Guam Trust Territory
909 First Avenue Seattle, Wash. 98174	Alaska Idaho	Oregon Washington